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ABSTRACT

Details of 1981 aid-to-education programs by U.S. companies are presented in this handbook. For each company, information is provided on the purpose of grants, techniques of providing funds to support education, the amount of total educational grants in 1981, support of colleges and universities, support of students, support of education-related organizations and associations, and other forms of support. In a few instances, the descriptive material includes information about programs designed to increase the educational attainment of company employees. Descriptions of the participating companies are arranged alphabetically, and indexes list the companies by field of business, size of educational support program, and categories of giving (e.g., general endowment, equipment assistance, faculty salaries, library support). It is noted that total company programs range in size from a few thousand dollars to several million. Some achieve diversity through emphasis on a matching-gift or through gifts to the United Negro College Fund; others channel their support directly to the institutions of their choice. Some programs are restricted to private institutions or geographic areas or academic disciplines relevant to a particular line of business. (SW)

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THE CFAE CASEBOOK

A Cross Section of Corporate Aid-to-Education Programs

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One of a series of studies of corporate support of higher education produced by the Council for Financial Aid to Education (CFAE).

A complete list of CFAE publications may be obtained from the CFAE, 680 Fifth Avenue, New York, NY 10019, (212) 541-4050.

Copies of the *Casebook* are available at $21.00 a copy, prepaid.

November 1982

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New York, New York 10019

INTRODUCTION

When the first edition of the *Casebook* was published in 1956, corporate support of education was estimated at $113 million. By 1981 it had grown to $1.14 billion, an average annual increase of 9.7 percent, which is greater than the rise in either the gross national product or corporate pretax net income over the same period of time. As a percentage of corporate pretax net income, educational support rose from 0.23 percent in 1956 to 0.49 percent in 1981.

One factor in this growth has been the ready availability from the Council for Financial Aid to Education of information on the rationale, objectives, and techniques of providing corporate funds to support education. The CFAE *Casebook* which has been regularly updated is an important source of this information.

The basic purpose of the *Casebook* is simple—to bring together details of existing aid-to-education programs so that those interested in starting a program may take advantage of the experience of firms with a going program. With the passage of time, however, the *Casebook* has come more and more to serve an additional need. It provides companies that have established programs a means of comparing their programs with those of other companies of similar size and characteristics.

By its very nature the *Casebook* can contain only a small sampling of corporate programs of educational support. The diversity of those that are included in this edition, nonetheless, is striking. Total company programs range in size from a few thousand dollars to several million. Some programs disburse funds through a company foundation, especially in cyclical industries where profits vary from year to year; others maintain a stable contributions program without the foundation structure. The programs vary equally widely in nature. Some make small grants to many institutions and organizations, while others make only a few large grants. Some achieve diversity through emphasis on a matching-gift program or through gifts to independent college funds or the United Negro College Fund; others channel their support directly to the institutions of their choice. Some programs are restricted to private institutions or geographic areas or academic disciplines relevant to a particular line of business; others provide broad-based support for a wide range of programs. And still others are a combination of these and other options. In summary, there is no one mold into which all corporate support of education fits. All the programs, however, reflect the corporation's own view of its corporate interests and how these can best be served by its support of higher education.

This very diversity makes it difficult to design a single format for describing all of the programs in this book. To make the descriptions as consistent as possible, the *Casebook* follows the classification system used in the annual CFAE-Conference Board Survey of Corporate Contributions. Inevitably, there were a few companies whose programs could not be made to fit this classification, and they were urged to describe their programs as they deemed appropriate. In addition, there are several indexes which tabulate programs according to 1) categories of giving, as indicated by the respondents, 2) field of business of the participants, and 3) size of the 1981 educational grant program.

In some cases the program descriptions include support of organizations and activities outside higher education but related to it. In a few instances, the descriptive material includes information about programs designed to increase the educational attainment of company employees. The cost of such programs may be indicated, but it is excluded in the grants total for the company, since this is considered to be a business expense.

To all the participating companies and their contributions executives, CFAE expresses its gratitude for the time and effort they contributed to making this *Casebook* possible.

INFORMATION AND COUNSELING AVAILABLE

Business executives interested in initiating, expanding or improving an aid-to-education program are invited to get in touch with the Council for further information on:

1. The opportunities, needs and financial prospects of American higher educational institutions generally.
2. Various forms and methods of aiding higher education.
3. Publications concerning aid to higher education.
4. Aid-to-education policies and programs of various corporations and other types of donors.

The Council also offers, without charge, the consulting services of the senior members of its staff. Many of the companies in this book have used, and continue to use, these services.

ACF Industries, Incorporated
ACF Foundation, Inc.

750 Third Avenue, New York, NY 10017 (212) 986-8600
Bruce A. Gustafsen, *Secretary*

Total Educational Grants in 1981: $181,950

Purpose: ACF Industries through the medium of ACF Foundation, Inc. gives to higher education because it feels responsible for the growth and well-being of this indispensable element in American society.

Support of Colleges and Universities

Unrestricted Operating Grants: $57,850. Unrestricted grants to 30 private, accredited colleges and universities which either are situated in communities in which the company operates or were considered to be outstanding in the general field of higher education.

Student Aid Grants: Columbia University School of Business (Affiliate Business Fellow—$1,500 and Doctoral Research in Transportation—$1,500); Ohio State University Welding Scholarships (two—$1,200).

Departmental and Research Grants: $1,750. Northwestern University Transportation Center.

Capital Grants: $10,000. Columbia University Graduate School of Business.

Employee Matching Gifts: $16,749. ACF matched 116 gifts to 80 private, accredited colleges and universities on a 1-to-1 basis. The foundation will match a minimum of $10 to a maximum of $1,000 per year per employee.

Indirect Grants: $11,500. The Independent College Funds of New York, Texas, Pennsylvania, Tennessee, Virginia and West Virginia; United Negro College Fund.

Support of Students

Undergraduate Scholarships: $22,200. National Merit finalists who are children of ACF employees.

Support of Education-Related Organizations and Associations

$18,950. Unrestricted grants to ACES, AIESEC-US, CASE, CFAE, Council on Social Work Education, Institute of International Education, Foundry Education Fund, Geisinger School of Nursing, JCEE, Junior Achievement, LULAC, International Executive Service Corps, National Executive Service Corps, Planned Parenthood Federation, Reading is Fundamental, Recording for the Blind.

Abex Corporation
Abex Foundation

530 Fifth Avenue, New York, NY 10036 (212) 560-3333
Owen B. Cottle, *President of Foundation*

Total Educational Grants in 1981: $62,700

Purpose: Abex Corporation's aid-to-education program recognizes the obligation of industry to foster the development of top talent in the arts, sciences and technologies, to provide assistance to underprivileged institutions and students and to create a better knowledge of Abex and its activities at the college level. Abex's program was first put into effect in 1950 and is being expanded as new areas of specific interest to Abex appear.

Support of Colleges and Universities

Unrestricted Operating Grants: $10,800. Calumet College—$1,250; Carroll College—$1,000; Cumberland College—$100; Purdue University—$4,300; Western Independent College—$400; Dartmouth College—$750; MIT—$750; Marietta College—$750; Swarthmore College—$750; Texas A&M—$750.

Employee Matching Gifts: $30,600. Abex Foundation will match gifts made by any Abex employee to colleges or secondary schools of his or her choice. The foundation will match gifts of an employee to one or more schools up to an aggregate amount of $1,000 per employee per calendar year.

Indirect Grants: $13,580. Associated Colleges of Indiana—$680; Foundry Education Foundation—$1,500; A Better Chance—$2,500; Independent College Fund of New Jersey—$1,000; Intercollegiate Studies Institute—$1,000; Leary Educational Foundation—$400; Missouri Colleges Fund—$250; National Association of State Universities and Land Grant Colleges—$1,000; Ohio Foundation of Independent Colleges—$750; United Negro College Fund—$2,500; University of Montevallo Legislative Internship Program—$2,000.

Support of Students

Undergraduate Scholarships: William B. Given Scholarship; National Achievement Scholarship.

Support of Education-Related Organizations and Associations

$2,500. College Placement Service—$500; Council for Financial Aid to Education—$2,000.

Other

$2,700. Glenwood School for Boys—$100; Mahwah High School Scholarship—$300; Willits Community Scholarships—$200; Calera Elementary School—$600; Calera High School—$1,500.

Aetna Life and Casualty
Aetna Life & Casualty Foundation, Inc.

151 Farmington Avenue, Hartford, CT 06156 (203) 273-7589
Alison G. Coolbrith, *Vice President*

Total Educational Grants in 1981: $1,750,213

Purpose: To encourage financial support of the primary needs and objectives of colleges and universities.

Support of Colleges and Universities

Student Aid Grants: $371,900.

Departmental and Research Grants: $630,500.

Employee Matching Gifts: $731,013.

Support of Students

Undergraduate Scholarships: $16,790 NMSC.

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Air Products and Chemicals, Inc.
The Air Products Foundation

P.O. Box 538, Allentown, PA 18105 (215) 481-4986
Richard Domrzalski, *Contributions Officer*

Total Educational Grants in 1981: $982,645

(October 1, 1980 to September 30, 1981)

Purpose: To advance the level of technical knowledge among current and future students and to encourage the pursuit of higher education by supporting institutions with whom a significant recruiting and/or research relationship has been established.

Support of Colleges and Universities

Unrestricted Operating Grants: $12,180.

Student Aid Grants: $12,000.

Departmental and Research Grants: $283,810.

Capital Grants: $330,534.

Employee Matching Gifts: $220,878.

Indirect Grants: $51,050.

Support of Students

Undergraduate Scholarships: $8,350.

Support of Education-Related Organizations and Associations

$40,150.

Special Educational Support

$23,513.

Alcoa Foundation

1501 Alcoa Building, Pittsburgh, PA 15219 (412) 553-4696
Charles L. Griswold, *President*

Total Educational Grants in 1981: $4,420,316

Purpose: Over the past 29 years, the grant programs of Alcoa Foundation have been predominantly educational. During 1981 support of all educational activities represented 56.6 percent of all grants made. The educational programs chosen for support by Alcoa Foundation are aimed at strengthening colleges, universities and other educational institutions.

Significant Policies: Alcoa Foundation does not make grants to individuals, except through the scholarship program for sons and daughters of Alcoa employees, nor does it make grants to elementary and secondary schools, except to secondary schools under the Gift-Matching Program.

Support of Colleges and Universities

Unrestricted Operating Grants: $356,100. To 88 colleges and universities, mainly private, four-year institutions.

Student Aid Grants: $842,020. Scholarships and fellowships to schools—$396,670; sons and daughters scholarships to 249 students and unrestricted grants to the schools they attend—$445,350.

Departmental and Research Grants: $1,296,173. To more than 100 colleges and universities, private and public, mainly four-year institutions. This figure includes 40 Science Support grants to 33 schools in the United States and abroad to fund technical investigations and experimentation.

Capital Grants: $645,410. To 51 colleges and universities in the United States and four foreign schools for development and building, renovation projects, libraries, equipment and laboratory funds.

Employee Matching Gifts: $863,363. Matching gifts were made to 564 institutions (baccalaureate-degree-granting colleges and universities, junior colleges and secondary schools with grades 9 through 12).

Indirect Grants: $111,350. To independent college associations in 18 states and the National Association of Independent Schools.

Support of Students

Undergraduate Scholarships: Through its scholarship program for sons and daughters of Alcoa employees, Alcoa Foundation awards $6,000 to each scholarship winner over a four-year period, and the school attended by each winner receives an unrestricted grant of $1,200 ($300 per year). Support to this program totaled $445,350 in 1981. Effective with the 1982-83 academic year, scholarship winners will receive $7,200 over a four-year period; and the unrestricted grants to schools they attend will be canceled.

Support of Education-Related Organizations and Associations

$412,250. To 84 educational organizations working to promote quality education, provide financial assistance to needy students and make available important information to the general public.

Special Educational Support

$485,050: Minority, disadvantaged student and women's education included under "departmental grants," "student aid grants," "unrestricted grants" and "capital grants." Economic Education included under "departmental grants" and "education-related organizations and associations."

Allied Corporation
Allied Foundation

Box 2245R, Morristown, NJ 07960 (201) 455-2671

David G. Powell, *President, Allied Foundation—Senior Vice President, Public Affairs*

Total Educational Grants in 1981: $1,651,533

Purpose: To provide scholarship and fellowship aid and departmental grants to colleges and universities which are a major source of future employees of the company, and secondly, where possible, to support educational institutions which are located close to the company's principal plants or research facilities.

Significant Policies: The majority of scholarship and fellowship awards and departmental grants are awarded in areas of chemistry, chemical engineering, and other science-related areas including textile chemistry and engineering; mining engineering; petroleum engineering; polymer science; energy; environment; health; as well as graduate schools of business.

Support of Colleges and Universities

Unrestricted Operating Grants: $674,000. All categories included—i.e. public, private, four-year, two-year.

Student Aid Grants: $368,700. $263,200—134 scholarships; $105,500—27 fellowships.

Departmental and Research Grants: $496,500. 139 grants.

Capital Grants: $177,500. 16 grants.

Employee Matching Gifts: $187,733. Includes all traditional schools plus privately supported elementary and secondary schools; also groups dedicated to raising funds for such institutions.

Indirect Grants: $180,000. To 26 state associations of independent colleges. $25,000. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $52,310. National Merit Scholarship Corporation, NMSC—for Outstanding Black Students, Educational Assistance Fund of Morris County, Tri County Scholarship Fund, Inner-City Schol. Fund and Kent Place, Morristown-Beard and St. Benedict's prep schools.

Support of Education-Related Organizations and Associations

$163,790. To 44 organizations such as AIESEC, NACME, Institute of International Education, National Medical Fellowships, NSSFNS.

Other

Youth for Understanding five scholarships for employee children to spend a culture-oriented summer abroad.

Materials available: Annual report of Allied Foundation; matching gift brochure.

Amax Foundation, Inc.

200 Park Avenue, New York, NY 10166 (212) 686-9212
F. Taylor Ostrander, *President*

Total Educational Grants in 1981: $1,691,905

Purpose: Amax Foundation's main interest is support of higher education to help prepare tomorrow's generation to understand, contribute to and assume resonsibility in our increasingly complex society. In recent years, two thirds of the foundation's total contributions have been for educational purposes.

Significant Policies: About two thirds of Amax Foundation's support of higher education is directed toward educational activities in fields relevant to the mining industry. Recipient educational institutions must be accredited two- or four-year colleges or graduate schools in the United States. Grant recipients are selected on recommendations from corporate headquarters and the subsidiaries and affiliates of the sponsor company, AMAX Inc.

Support of Colleges and Universities

Unrestricted Operating Grants: $331,500. Grants were made to 161 colleges and universities. They included support of basic graduate research in metallurgy and chemistry at 13 institutions—$116,500; support of undergraduate programs or scholarships in mineral beneficiation, extractive metallurgy or chemical engineering at 10 institutions—$45,000; support of excellence and training of potential mining and metallurgical engineers at 11 institutions—$37,500; support of departments of geology, geophysics and geochemistry at 11 institutions—$13,500; graduate fellowships in non-ferrous extractive metallurgy and mineral dressing engineering at 10 institutions—$80,000; and field geology fellowships at 35 institutions— $39,000.

The foundation funded the Phillipson Chair in Environmental and Mining Chemistry at the University of Denver and the Amax Foundation Chair in Physical Metallurgy at the Colorado School of Mines for a total of $75,000. It also funds the Presidential Professorship at the Colorado School of Mines at $100,000, to enhance the intellectual environment on the campus, under a ten-year pledge made in 1977.

In addition, the foundation supported minority and women's programs for a total of $143,850, including $50,000 in 1981 on a four-year pledge of $200,000 to United Negro College Fund Capital Resources Development Program, in addition to $20,000 general support for UNCF; $10,000 each on three-year pledges of $30,000 to Atlanta University and Meharry Medical College.

Student Aid Grants: $50,100. Amax Foundation Earth Sciences Scholarships, open to sons and daughters of AMAX Inc. employees and retirees, amounting to $97,750 in 1981.

Employee Matching Gifts: $223,095. Open to employees, retirees and directors. Gifts from $25 minimum to $2,000 maximum are matched 2 to 1.

Support of Education-Related Organizations and Associations

General support amounting to $128,800 for this category, including grants to state and national fund-raising groups, Minerals Industry Educational Foundation, Council for Financial Aid to Education and National Medical Fellowships, Inc.

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American Broadcasting Companies, Inc.

1330 Avenue of the Americas, New York, NY 10019 (212) 887-7498
Alfred R. Schneider, *Vice President, ABC, Inc.*

Total Educational Grants in 1981: $448,666

Purpose: Primary interest in the area of aid to institutions of higher education that offer the disciplines that contribute to the training of professionals in the communications industry. We seek to assist colleges and universities that maintain departments of communications, radio and/or television and journalism on both the undergraduate and graduate level to advance the range of skills and knowledge necessary for qualification of occupations in the communications field.

Significant Policies: As a matter of policy, we do not give scholarship assistance or provide grants and/or loans to individuals, contribute to capital fund drives, sponsor advertising in magazines, journals or similar publications, or contribute to the building or reconstruction of facilities. Because of the nature of our business and the necessity to retain objectivity in matters of broadcast journalism in reporting or commenting on public issues, we generally do not consider contribution requests from political, governmental or advocacy entities.

Support of Colleges and Universities

Unrestricted Operating Grants: $170,500. To 47 colleges and/or universities with grants ranging from $2,500 to $5,000 each.

Employee Matching Gifts: $82,332.

American Can Company
American Can Company Foundation

American Lane, P.O. Box 3610, Greenwich, CT 06836-3610 (203) 552-2148
Peter Goldberg, *Director, American Can Company Foundation*

Total Educational Grants in 1981: $941,322

Purpose: To assist educational institutions and associations in strengthening curriculum and standards. Focus is on colleges which relate to our multi-business: engineering, chemistry, business administration as well as arts and sciences.

Significant Policies: Scholarship and fellowship awards made through specific departments of colleges/universities. Unrestricted grants to colleges when need established. Foundation does not award grants to individuals.

Support of Colleges and Universities

Unrestricted Operating Grants: $73,500

Student Aid Grants: $113,150. Preference is given to minorities and females headed for careers in business and engineering.

Departmental and Research Grants: $77,000.

Capital Grants: $70,500.

Employee Matching Gifts: $224,714. Minimum of $25, maximum of $2,000. Double match to $200. Higher education only. Employees, retirees and directors of American Can are eligible.

Indirect Grants: $31,500.

Support of Students

Undergraduate Scholarships: $283,778. Undergraduate scholarships for eligible employees' sons/daughters—$216,207; co-op engineering scholarships for capable, disadvantaged students in southwest Alabama—$15,874.

Graduate Fellowships: $30,000.

Support of Education-Related Organizations and Associations

$37,180. CFAE, Junior Achievement, Association of Governing Boards of Universities and Colleges and others.

Materials available: Matching-grant brochures, scholarship brochures, guidelines.

American Cyanamid Company

One Cyanamid Plaza, Wayne, NJ 07470 (201) 831-2714
Dolores E. Stortz, *Coordinator, Corporate Contributions*

Total Educational Grants in 1981: $674,000

Purpose: To strengthen programs in chemistry, chemical engineering and business administration at selected institutions where a relationship to our business interests exists; to assist children of employees who qualify as National Merit/Achievement Scholarship Finalists; to support selected special educational programs.

Support of Colleges and Universities

Unrestricted Operating Grants: $132,000. University Support Grants to four-year public and private institutions primarily where Cyanamid recruits —$82,000. Fairleigh Dickinson University, New Jersey Institute of Technology, Rutgers University—$50,000.

Student Aid Grants: $2,500. University of Cincinnati.

Departmental and Research Grants: $145,000. Awarded to institutions in accordance with Cyanamid's business interests.

Capital Grants: $10,000. Massachusetts Institute of Technology (memorial fund).

Employee Matching Gifts: $37,000. New program instituted July 1, 1981.

Indirect Grants: $95,000. Various state and regional independent college funds, United Negro College Fund, UNCF Development Program, National Action Council for Minorities in Engineering, various foundations.

Support of Students

Undergraduate Scholarships: $56,000. National Merit and Achievement Scholarships for qualified children of company employees.

Support of Education-Related Organizations and Associations

$6,500. Council for Financial Aid to Education, Joint Council on Economic Education.

Special Educational Support

$17,000. Various state councils on economic education—$6,000; Cyanamid Science Education Awards made to outstanding high school students in local plant communities—$11,000.

Other

$173,000. Divisional support of education in various categories.

American Express Company
American Express Foundation

American Express Plaza, New York, NY 10004 (212) 323-3474
Juliet F. J. Zygmunt, *Manager*

Total Educational Grants in 1981: $723,215

Purpose: The foundation contributes to educational institutions whose programs and goals are designed to serve the interests and objectives of the company, its employees and the communities in which we have major operations.

Significant Policies: Gift-matching program for employees; scholarship program for employee children; major commitment in the area of consumer economics education; and programs which expand educational opportunities for disadvantaged and minority students.

Support of Colleges and Universities

Unrestricted Operating Grants: $30,500. Eight private colleges and universities.

Departmental and Research Grants: $62,750. Grants to 14 institutions ranging from $3,000-$15,000 in areas such as management, tourism, foreign trade and international tax.

Capital Grants: $49,000. Grants to four institutions including five-year commitment to Spelman College.

Employee Matching Gifts: $256,736. To accredited colleges, universities and private secondary schools; contributions on a double-match basis to 376 institutions.

Indirect Grants: $32,500. Including United Negro College Fund.

Support of Students

Undergraduate Scholarships: $129,979. National Merit Scholarship Corporation—$68,937; Institute for International Education—$53,042; other organizations including National Hispanic Scholarship Fund—$8,000.

Graduate Fellowships: $13,500. Includes Council for Opportunity in Graduate Management Education.

Support of Education-Related Organizations and Associations

$73,250. Including Junior Achievement, Business and Professional Women's Foundation, Project Rebound/Educational Program for Ex-Offenders, National Committee for Citizens in Education, Council for Financial Aid to Education, New York City School Volunteer Program.

Special Educational Support

$75,000. Fourth year of $421,000 commitment to the Joint Council on Economic Education for its National Consumer Economics Project.

Materials available: We publish a Report on Contributions which is available by writing this office.

American Home Products Corporation

685 Third Avenue, New York, NY 10017 (212) 878-6411
Burt L. Hesse, *Assistant Treasurer*

Total Educational Grants in 1981: $109,000

Purpose: To encourage the employees of American Home Products Corporation to increase their contributions to institutions of higher learning.

Employee Matching Gifts: $109,000. Direct to colleges and universities or through college associations and funds.

American International Group

70 Pine St., New York, NY 10270 (212) 770-6903
Edward T. Cloonan, *Associate Director Public Affairs*

Total Educational Grants in 1981: $44,300

Support of Colleges and Universities

Unrestricted Operating Grants: $36,300. To public and private four-year colleges.

Employee Matching Gifts: Program started January 1982.

Indirect Grants: $8,000.

Materials available: Information on matching-gifts program.

American Standard Inc.
American Standard Foundation

40 West 40 Street, New York, NY 10018 (212) 840-5188
D.E. Baker, *President, American Standard Foundation*

Total Educational Grants in 1981: $216,000

Purpose: To assist institutions of higher education that are located in areas where we have major operations, or institutions that have a unique functional relationship to our company.

Significant Policies: Grants are restricted to private institutions and are usually unrestricted.

Support of Colleges and Universities

Unrestricted Operating Grants: $36,000. To ten private four-year institutions.

Employee Matching Grants: $82,000.

Indirect Grants: $56,000. To 16 associations.

Support of Education-Related Organizations and Associations

$42,000. To 16 miscellaneous organizations.

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American Telephone and Telegraph Company

195 Broadway, Room 321, New York, NY 10007 (212) 393-4035
Robert H. Thill, *Secretary, Contributions Committee*

Total Educational Grants in 1981: $2,238,025

Purpose: To supplement the educational programs of the Associated Bell Companies by contributing to selected development campaigns of accredited, privately supported colleges and to national and regional educational associations.

Significant Policies: Gift-Match Program for employees. Programs which expand educational opportunities for disadvantaged and minority students.

Support of Colleges and Universities

Unrestricted Operating Grants: $237,055. Largely grants made by Long Lines Department to supplement those of the local Bell Telephone Companies to private four-year colleges.

Capital Grants: $654,000. Grants to major capital campaigns of private four-year colleges.

Employee Matching Gifts: $417,408. The company matches gifts of all regular full-time employees and directors to accredited two-year and four-year institutions of higher education, both private and public.

Indirect Grants: $142,200. Includes state and regional associations, and UNCF.

Support of Students

Undergraduate Scholarships: $17,500. League of United Latin American Citizens National Scholarship Fund—$5,000; National Merit Scholarship-Achievement Program—$5,000; National Hispanic Scholarship Fund—$7,500.

Support of Education-Related Organizations and Associations

$52,000. American Association of Community & Junior Colleges—$5,000; Association of American Colleges—$10,000; Association of Governing Boards of Universities and Colleges—$7,000; Council for Advancement of Small Colleges—$2,500; Council for Basic Education—$2,500; Council for Financial Aid to Education—$20,000; National Institute of Independent Colleges & Universities—$5,000.

Special Educational Support

$239,500. Accreditation Board for Engineering & Technology (MITE), Stevens Institute of Technology (Women in Engineering Program), National Action Council for Minorities in Engineering (NACME).

Materials available: We publish a booklet each year listing our corporate contributions; this booklet may be obtained by writing to the Secretary, Contributions Committee.

Amsted Industries Incorporated
Amsted Industries Foundation

3700 Prudential Plaza, Chicago, IL 60601 (312) 645-1717
Eugene W. Anderson, Jr., *Director, Public Affairs & Advertising*

Total Educational Grants in 1981: $206,725

Purpose: Amsted Industries Incorporated and Amsted Industries Foundation recognize that reasonable support of educational activities is a requirement of good corporate citizenship.

Significant Policies: Contributions are grants to public and private colleges and universities. Consideration is given to schools from which graduates are recruited, to those doing outstanding work in fields of interest to Amsted and to those located in areas where Amsted operates.

Support of Colleges and Universities

Unrestricted Operating Grants: $112,475. Fifty-five grants to public and private colleges and universities.

Departmental and Research Grants: $57,000. Eight grants for departmental programs at public and private universities.

Capital Grants: $14,000. Three grants, all pledges.

Indirect Grants: $7,225. Five grants, including Evans Scholars Foundation and United Negro College Fund.

Support of Students

Undergraduate Scholarships: $1,825. Nine grants, all to local organizations where Amsted operates.

Support of Education-Related Organizations and Associations

$14,200. Seven grants, including Foundry Educational Foundation, Inroads and Illinois Council on Economic Education.

Atlantic Richfield Company
Atlantic Richfield Foundation

515 South Flower Street, Los Angeles, CA 90071 (213) 486-3342
Eugene R. Wilson, *Executive Director*

Total Educational Grants in 1981: $10,859,788

Purpose: Atlantic Richfield Foundation (ARF) is committed to the support of education at all levels, particularly independent colleges and universities which have an expanding need for private philanthropic support. Support is directed to disciplines of relevance to earth-resource industries, such as engineering, earth science, business and management.

Significant Policies: Awards of Excellence are made to a select group of nationally prominent research universities, usually privately controlled, and range from $50,000 to a maximum of $500,000 in disciplines of interest. Program Development Grants are made to selected universities, occasionally including public universities in geographic areas of interest. Liberal Arts Grants are made to the highest quality liberal arts colleges for unrestricted purposes.

Support of Colleges and Universities

Unrestricted Operating Grants: $500,000. Thirteen liberal arts grants were awarded. They are unrestricted operating grants, usually $25,000 or $50,000, to a few of the highest quality liberal arts colleges.

Student Aid Grants: The foundation supports a number of national minority student programs such as the National Action Council for Minorities in Engineering (NACME), the Council for Opportunity in Graduate Management Education (COGME), the National Hispanic Scholarship Fund and the Consortium for Graduate Study in Management.

Departmental and Research Grants: Many of the foundation's grants support academic departments of interest, but the foundation does not support specific research projects.

Capital Grants: ARF made major capital grants to Stanford University for geochemical instrumentation, to Harvey Mudd College for engineering laboratory and to Notre Dame and Brown University for chemical research buildings. ARF also supported a capital project at Northwestern University.

Employee Matching Gifts: $2,137,708. Since July 1980, ARF matches 2 to 1 employee and retirees' contributions to any nonprofit, tax-exempt public charity that is not religious or political. The above total includes ARF's match to colleges and universities, and accredited elementary and secondary schools, and a few educational organizations.

Indirect Grants: The foundation does support a number of state associations of private colleges in states where Atlantic Richfield Company has a significant interest. In addition, the foundation supports a number of national education organizations and associations that have demonstrated leadership in their areas of interest.

Support of Students

Undergraduate Scholarships: $99,490. The foundation supports four-year National Merit Scholarships for all sons and daughters of Atlantic Richfield Company employees who are semifinalists in the National Merit Competition.

Graduate Fellowships: The foundation made forty grants of $125,000 each to forty departments and thirty major research universities. $100,000 of each grant is to support doctoral fellowships at $25,000 a year for four years in the departments of engineering and science receiving the grants.

Support of Education-Related Organizations and Associations

The foundation has supported a number of national education organizations and associations, such as the American Assembly of Collegiate Schools of Business for summer workshops, unrestricted grants to the Association of Governing Boards of Universities and Colleges, the Council for the Advancement of Small Colleges, the Council for Basic Education and the Council for Financial Aid to Education. The foundation supported the Academy for Educational Development for a Certificate of Achievement Program to identify outstanding programs to attract and retain young faculty at colleges and universities.

Special Educational Support

Approximately ten percent of the foundation's aid-to-education grants in 1981 supported minority student programs or historically black colleges, including major grants to Florida A and M University and Grambling State University. The foundation is particularly interested in increasing employment and educational opportunities of Hispanics, Blacks, and Native Americans.

Other

Secondary education, particularly the public high school, is of increasing interest to the foundation, although the foundation does not make grants to individual elementary or secondary schools, public or private. A very major grant to the Carnegie Foundation for the Advancement of Teaching is supporting a major study of the public high school which is currently underway and which will be followed by an action program of school improvement grants.

Materials available: 1981 Annual Report of Atlantic Richfield Foundation.

Bank of America
BankAmerica Foundation

P.O. Box 37000, Dept. #3246, San Francisco, CA 94137 (415) 953-3175
Edward F. Truschke, *Executive Director*

Total Educational Grants in 1981: $2,729,975

Purpose: The major purpose is to provide support to the fully accredited colleges and universities in California with special emphasis in the following areas: general operating support, capital and development grants, research and special programs and scholarships. Grants may be directed to public education in cases of exceptional need, quality or special interest.

Significant Policies: While California institutions receive preference, grants are made nationally in those locations where Bank of America has a business function or particular interest.

Support of Colleges and Universities

Unrestricted Operating Grants: $112,000. To private four-year colleges.

Student Aid Grants: $200,900. Bank of America Scholarships for college seniors in California.

Departmental and Research Grants: $73,272.

Capital Grants: $548,500.

Employee Matching Gifts: $344,650.

Indirect Grants: $106,514. Independent Colleges of Northern and Southern California.

Support of Students

Undergraduate Scholarships: $42,971. National Merit Scholarships for employees' children.

Graduate Fellowships: $62,500. California Association of Future Farmers of America—$37,500; Council for Opportunity in Graduate Management Education—$25,000.

Support of Education-Related Organizations and Associations

$47,500. Council for Financial Aid to Education—$3,000; United Negro College Fund—$10,000; Industry Education Council of California—$20,000; Institute for Educational Leadership—$3,500; Joint Council on Economic Education—$2,000; Foundation for Teaching Economics—$9,000.

Special Educational Support

$205,000. California State Colleges and Universities Foundation—Economic Literacy Project—$85,000; chairs and professorships on capital formation, finance and business ethics—$120,000.

Other

Educational Initiatives Program which designated $1 million for awards to public elementary and secondary schools for innovative programs.

Materials available: 1980 Annual Report.

The Bank of New York Company, Inc.

48 Wall Street, New York, NY 10015 (212) 530-1357
Anne L. Doescher, *Assistant Secretary*

Total Educational Grants in 1981: $161,651

Purpose: The purpose of our program is to provide a means through which our bank, along with corporate enterprise in general, can do its part in meeting a broad social obligation to give financial support to secondary schools, colleges and universities. The bank gives financial support to education on the basis of complementing similar gifts by members of our staff, through associations, and tuition refunds to bank employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $31,000. Private four-year—$26,000; graduate schools—$5,000.

Student Aid Grants: $4,500. Hughes Scholarships—variable amounts granted to children of employees based on examination.

Employee Matching Gifts: $106,901. To colleges, universities and private secondary schools.

Indirect Grants: $18,250.

Other

$1,000.

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Bank of the Southwest
Bank of the Southwest National Foundation

910 Travis, Houston, TX 77002 (713) 751-6195
Glenna Wandling, *Assistant Vice President*

Total Educational Grants in 1981: $43,865

Purpose: To support education in its vital role in the strengthening of our society.

Significant Policies: Unrestricted gifts to colleges and universities. Capital/development campaigns for expansion/improvement of facilities and programs. Matching-Gift Program.

Support of Colleges and Universities

Unrestricted Operating Grants: $3,500. Texas Tech University—$1,000; University of Houston—$1,000; Texas Southern University—$1,000; Duchesne Academy—$500.

Student Aid Grants: $1,375. University of Houston, Houston Delphian Assembly—$75; Fisk University, John B. Coleman Scholarship—$200; L'Alliance Francaise—$100; Phi Beta Kappa Alumni—$500; Forum Club of Houston—$500.

Cost-of-Education Supplements: $250. Houston Livestock & Rodeo.

Departmental and Research Grants: $10,000. University of Texas-Austin—$9,500; Arizona State University—$500.

Capital Grants: $13,000. Strake Jesuit College—$3,000; Baylor College of Medicine—$10,000/year for five years.

Employee Matching Gifts: $1,775. 16 schools included.

Indirect Grants: $500. Petroleum Institute for Educators.

Support of Education-Related Organizations and Associations

$3,600. Free Market Education Foundation—$100; Fisher Institute—$500; Houston Society of Financial Analysts—$150; Institute of Latin American Studies—$250; Council for Financial Aid to Education—$100; Institute of International Education—$2,500.

Other

Memorial Contributions.

Materials available: Matching Gift Program brochures.

The Bankers Life
Bankers Life Company Charitable Contributions Trust

711 High Street, Des Moines, IA 50307 (515) 247-5098
Walter J. Walsh, *Chairman, Contributions Committee*

Total Educational Grants in 1981: $287,656

Purpose: To assist in the capital and academic development of institutions of higher education.

Support of Colleges and Universities

Unrestricted Operating Grants: $35,500. Drake University, Grand View College, Simpson College and Central College.

Student Aid Grants: $16,840. Actuarial scholarships to Drake University, Universities of Iowa, Michigan and Nebraska; Medical Scholarship to Meharry Medical College; Insurance Medical Scientist Scholarship Fund.

Departmental and Research Grants: $24,500. Grand View College Nursing Program, University of Iowa Cardiovascular Center, University of Iowa—Hawkeye Arena.

Capital Grants: $90,000. Drake University, the American College.

Employee Matching Gifts: $71,516. To 160 colleges and universities in various parts of the United States.

Indirect Grants: $48,000. Iowa College Foundation, United Negro College Fund, National Fund for Medical Education, National Center for Health Education, Iowa PTA-Health Education Program.

Support of Education-Related Organizations and Associations

$1,300. Joint Council on Economic Education, Council for Financial Aid to Education.

Other

Employee tuition assistance of $36,213 (not included in grants total). Also Hawkeye Science Fair, Junior Achievement, Planned Parenthood of Iowa, Society of Actuaries Minority Recruiting Program.

Bankers Trust Company

1775 Broadway—20th Floor, New York, NY 10019 (212) 977-6270
Ronald G. Wickham, *Vice President*

Total Educational Grants in 1981: $388,000

Purpose: To support education through a program directed toward: 1) improving the facilities and the quality of institutions and organizations which the bank has sound reason to support, 2) gaining for the bank the goodwill of graduates who presumably will obtain positions of importance in the community and the country, and 3) helping the bank attract well-trained individuals interested in a banking career.

Significant Policies: Grant recipients are generally located in the New York metropolitan area.

Support of Colleges and Universities

Unrestricted Operating Grants: $63,000. To four-year private institutions.

Departmental and Research Grants: $28,500.

Capital Grants: $63,000.

Employee Matching Gifts: $110,000.

Indirect Grants: $103,000.

Support of Students

Graduate Fellowships: $8,500.

Special Educational Support

$225,000. A Better Chance, $4,000; American Enterprise Institute, $3,000; American Field Service International, $2,000; Bank Street College of Education, $2,000; Winston Churchill Foundation of the U.S., $2,000; Boricua College, $5,000; Broad Jump, $4,000; Brookings Institution, $7,500; Chinatown Planning Council, $2,500; College Placement Services, $1,000; Consortium for Graduate Study in Management, $3,000; Educational Broadcasting Corporation, $110,000; Educational Priorities Panel, $2,000; European Institute of Business Administration, $5,000; Financial Women's Association, $1,000; Foundation for Management Education in Central America, $2,500; Global Perspectives in Education, $5,000; Human Resources Center, $2,500; Independent College Fund of New Jersey, $4,000; Inner City Scholarship Fund, $5,000; Joint Council on Economic Education, $2,000; Literacy Volunteers of New York City, $1,500; Malcolm King College, $3,000; Martin Luther King, Jr. Center for Social Change, $3,000; National Association of Bank Women, $3,500; National Association of Independent Schools, $2,000; National Medical Fellowships, $3,500; New York City School Volunteer Program, $10,000; New York Urban Fellows Program, $6,000; Opportunities Industrialization Centers of New York, $7,500; Public Education Association, $3,000; Recording for the Blind, $5,000; Solidaridad Humana, $1,000; Sponsors for Educational Opportunity, $1,000.

Materials available: Matching-Gift Program.

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Bethlehem Steel Corporation

Bethlehem, PA 18016 (215) 694-3131

George R. Hall, *Manager of Community Affairs*

Total Educational Grants in 1981: $1,775,790

Purpose: Bethlehem Steel Corporation believes it is important to the nation that young people be properly trained to take their places in industry and that they be equipped for the reponsibilities of citizenship. Bethlehem recognizes that colleges and universities need financial assistance to enable them to carry out their mission of preparing young people for the future.

Significant Policies: Bethlehem's aid-to-education programs are generally directed to those institutions from which we recruit graduates, to those located in geographic areas where we have major operations, and to selected schools with which we have established a close business relationship.

Support of Colleges and Universities

Direct Grants: Bethlehem's policy provides for a payment of $6,000 to privately endowed colleges or universities and $2,750 to publicly controlled institutions on behalf of each of its graduates who is selected by the company for its college training program, known as the Loop Course, and who remains with Bethlehem for at least two years. Of the total amount, $5,000 of each grant to a private institution and $2,500 of each grant to a public school is given as unrestricted funds. The remaining $1,000 and $250, respectively, are restricted to use in the area of the Looper's academic major.

Bethlehem makes supplemental unrestricted contributions to privately endowed colleges and universities with which it has established a close business relationship in accordance with established criteria.

A Grants In Aid for Education Program was recently established to fund engineering or technical projects of general interest to Bethlehem at colleges and universities. Project funding through the program is at the $1,000 to $10,000 level at each school and commitments are made for one year.

Employee Matching Gifts: Bethlehem matches on a 1-to-1 basis gifts by its employees and retirees to colleges or universities of their choice to a maximum of $5,000 per calendar year. It also matches on a 50¢-per-$1 basis gifts by its employees to eligible private secondary schools to a maximum of $1,000 per employee annually. Employee contributions must be a personal gift of the employee and they must be made, not merely pledged, and be equal to $25 or more each.

Support of Education-Related Organizations and Associations

Council for Financial Aid to Education; College Placement Council.

Special Educational Support

Minority Education Program: Bethlehem is substantially committed to furthering minority education. Our contribution dollars are directed at helping to increase the number of minority college students, enlarging the pool of minority engineers, and ensuring minorities have access to an education of the highest quality. Examples of current commitments are United Negro College Fund and National Action Council for Minorities in Engineering.

Other

A Guaranteed Student Loan Program is offered by Bethlehem to children of its employees to assist them in financing their postsecondary education. The program is administered for Bethlehem by United Student Aid Funds, a private, not-for-profit organization.

The Boeing Company

P.O. Box 3707, Seattle, WA 98124 (206) 655-1035
C. C. Gayton, *Corporate Manager, Educational Relations and Training*

Total Educational Grants in 1981: $1,752,800

Purpose: In recognition of the responsibilities as a corporate citizen of the localities where its principal places of business are located and as a member of the national business community, it is the policy of The Boeing Company to make appropriate contributions for the support of qualified organizations, institutions and activities. More specifically, the company concentrates its giving to those educational institutions and agencies at the post secondary level which most directly relate to corporate interests.

Support of Colleges and Universities

Unrestricted Operating Grants: $584,000. Capital grants, endowments and unrestricted grants provided to four-year universities and colleges.

Student Aid Grants: $133,800. Scholarships of $1,000 each to public and private four-year colleges—$129,000. Sixteen $300 scholarships to community colleges/technical institutions—$4,800.

Capital Grants: Included in unrestricted grants.

Employee Matching Gifts: $238,185. All full-time employees eligible.

Indirect Grants: $200,000 State private college associations (e.g., Independent Colleges of Washington).

Support of Students

Undergraduate Scholarships: $24,901. Twenty National Merit Scholarships and National Achievement Scholarships.

Graduate Fellowships: A number of graduate fellowships have been established as a result of unrestricted grants provided to universities (e.g., 15 at the University of Washington averaging $3000 each).

Support of Education-Related Organizations and Associations

$284,400. Various education-related organizations received support such as the Joint Council on Economic Education; Washington State Council on Economic Education, Junior Achievement, Center for Environmental Intern Programs, Private Initiatives in Public Education, International Association of Students in Business and Economics, Society of Manufacturing Engineering, American Institute of Aeronautics and Astronautics, and other educational affiliations with colleges and universities.

Special Educational Support

A wide variety of support is provided for educational programs that benefit minorities and women.

Materials available: Gift matching program brochure.

Bristol-Myers Company
Bristol-Myers Fund

345 Park Avenue, New York, NY 10154 (212) 546-4331

Patrick F. Crossman, *President, Bristol-Myers Fund*
Marilyn L. Gruber, *Manager—Corporate Contributions*

Total Educational Grants in 1981: $1,191,430

Purpose: To assist in the support of quality higher education through selective grants to institutions and organizations. Specific interests are: graduate business schools where the company recruits potential employees; institutions of higher learning in communities where Bristol-Myers facilities are located; state and regional associations of colleges and universities; medical research programs of special interest to the company.

Support of Colleges and Universities

Unrestricted Operating Grants: $350,174. Private four-year colleges and universities, medical schools and graduate business schools.

Student Aid Grants: $40,000. Bristol-Myers Fellowships for minority MBA students at Wharton, Cornell, Columbia, Harvard; scholarship assistance to students attending Meharry Medical School.

Capital Grants: The Bristol-Myers Fund does not usually provide funds for capital purposes, but prefers to focus on program, operating and scholarship support in selected areas of interest to the company.

Employee Matching Gifts: $144,752. 1-to-1 matching of full-time employees and directors. Gifts to fully accredited U.S. colleges, universities and independent private preparatory schools, ranging from $25 to $5,000 per donor per calendar year.

Indirect Grants: $100,500. Grants to state and regional associations where Bristol-Myers has operating divisions. Support is also provided for national associations such as the Independent College Funds of America and the United Negro College Fund.

Support of Students

Scholarships and Fellowships: $219,527. National Merit Scholarship for children of employees. Clairol's Loving Care Scholarship Program specifically for women 30 and older who are returning to school to pursue careers, administered by the Business and Professional Women's Foundation. Scholarship support for minorities is provided through grants to such organizations as the National Hispanic Scholarships, National Achievement Assist Fund, National Medical Fellowships, Council for Opportunity in Graduate Management Education, Consortium for Graduate Study in Management.

Support of Education-Related Organizations and Associations

Grants are made selectively to a number of educational associations, foundations and funds in areas of interest to the Company, e.g.: medical and health education, such as the National Fund for Medical Education, American Fund for Dental Education—$156,900; economic education programs—Junior Achievement, Joint Council on Economic Education—$45,294; educational councils and services, such as Council for Financial Aid to Education, Council for the Advancement and Support of Education, College Placement Services and other education-related organizations, such as the Woodrow Wilson Visiting Fellows Program, U.S. South African Leader Exchange Program—$98,291; support of precollege educational programs: A Better Chance; National Association for Independent Schools—$35,992.

Other

Bristol-Myers Cancer Grant Program; Bristol-Myers Nutrition Program. Grants awarded to selected institutions for unrestricted innovative research in the above two areas of medical research (1981—$1,170,000) (not included in educational grants total).

Brunswick Corporation The Brunswick Foundation, Inc.

One Brunswick Plaza, Skokie, IL 60077 (312) 470-4645

Raymond E. Hartstein, *Director, Personnel/Industrial Relations and Administrator, Brunswick Foundation*

Total Educational Grants in 1981: $640,000

Purpose: The Brunswick Foundation will support existing institutions and traditional programs which are effective in relating to societal problems and have a proven record of accomplishments toward human progress areas and special areas of concern to the corporation.

The foundation not only responds to regular requests and proposals, but initiates programs that are creative and innovative to meet broad needs of society and accepts proposals in this realm.

Support of Colleges and Universities

Unrestricted Operating Grants: $102,000. Direct contributions to a number of specific colleges and universities with emphasis on private independent colleges.

Small College Program: $30,000. National competition for colleges with enrollments of under 2,000; awards given for innovative and outstanding performance to maintain or improve quality of their institutions.

Hospital Administration Program: $8,000. National competition in computer game which simulates tasks performed by a hospital administrator, for teams of graduate students enrolled in graduate schools of Hospital Administration.

Indirect Grants: $65,500. Indirect grants are given to associations of state independent colleges. This includes 20 associations for a total of $35,000. In addition, contributions are made to various organizations that support education, e.g., United Negro College Fund, Council of Independent Colleges, Council for Financial Aid to Education, etc., for a total of $30,500.

Employee Educational Matching Gifts: $60,000. The foundation will match an amount between $10 and $2,000 per employee, as well as for members of Brunswick's Board of Directors, on a 2-to-1 basis, to an accredited four-year degree-granting college, university or graduate school plus junior and community colleges (also matches artistic cultural employee gifts).

Support of Students

Undergraduate Scholarships: $117,500. Scholarship programs for sons and daughters of employees. This includes programs for graduating high school seniors, college undergraduates, and handicapped.

Graduate Fellowships: $50,000. Seven fellowships are awarded in specified areas, such as chemical engineering, business administration, marketing, mechanical engineering, biomedical engineering, medical dealers distribution marketing and foreign service to graduate students in specific schools of universities.

Special Educational Support

Financial assistance to colleges that train Brunswick employees—$7,675; contributions to colleges from which college graduates are hired—$15,000; Brunswick Education Plan to sons and daughters of deceased employees—$60,000.

Inroads, which provides educational support for minority students in higher education, as well as for their minority engineering program—$23,600, and organizations that educate the handicapped—$7,000.

Other

Tuition Reimbursement Program—$42,500 (not included in grants total).

Burlington Industries, Inc.
Burlington Industries Foundation

P.O. Box 21207, Greensboro, NC 27420 (919) 379-2441
Charles A. McLendon, *Executive Director*

Total Educational Grants in 1981: $1,165,794

Purpose: We believe that private support of higher education by individuals, business and industry is necessary for excellence in education and that the direction our civilization will take is dependent upon the ability of our educational institutions to train young men and women for their responsibilities as tomorow's leaders.

Significant Policies: Institutions that support the general concept and provide particular expertise to the business community and programs conducive to the free enterprise system. Institutions supported are those generally in the geographical area where our plants are located and where the company recruits annually for its employees. No grants or loans are made to individuals.

Support of Colleges and Universities

Unrestricted Operating Grants: $4,000. To four colleges and universities of which two were private and two technical institutions.

Student Aid Grants: $50,500. To twelve colleges and universities of which three were private and nine public institutions, and six organizations in support of scholarships.

Scholarships: Two four-year scholarships at the School of Nursing at the University of North Carolina at Chapel Hill were given to graduates from any high school in North Carolina. Two MBA scholarships were awarded by the Colgate Darden Graduate School of Business, University of Virginia, Charlottesville, Virginia.

Fellowships: Two J. Spencer Love Fellowships awarded at Harvard Business School to individuals seeking the degree of Master of Business Administration. Two J. Spencer Love Fellowships awarded at the Colgate Darden Graduate School of Business, University of Virginia, Charlottesville, Virginia, to students from the southeast who show an interest in seeking a business career in that area.

Professorship: One professorship was supported at the School of Textiles in the Textile Division of Home Economics, University of North Carolina, Greensboro, North Carolina.

Departmental and Research Grants: $27,500. To ten colleges and universities, of which five were private and five were public, for business, textile and engineering development programs.

Capital Grants: $288,300. To nineteen colleges and universities of which fourteen were private and five public institutions.

Employee Matching Gifts: $216,017. To 329 qualified educational institutions, of which 58 were private secondary schools. The program matches employee and director gifts from $10 to $10,000 and all retired employees and directors from $10 to $3,000.

Indirect Grants: $164,450. To thirteen state associations of private colleges, United Negro College Fund, and miscellaneous educational associations.

Special Educational Support

$11,750. To one private institution, one state economic council and associations for the study of the free enterprise system.

Other

$328,294. Educational loans to 320 employees' children. (Program discontinued and loan program is now administered through the United Student Aid Fund, Inc. for employees and their children.)

Materials available: Brochure briefly outlining purpose of our foundation and programs it supports.

Burroughs Wellcome Co.

3030 Cornwallis Road, Research Triangle Park, NC 27709 (919) 541-9090
Joan Guilkey, *Contributions Administrator*

Total Educational Grants in 1981: $330,000

Purpose: It shall be the company's policy to spend that portion, in suitable portions, nationally and locally, so as to serve public needs and at the same time maintain the company's standing and reputation.

Significant Policies: The company makes both philanthropic and business-related contributions in the United States. The majority of support for education is through gifts to the Burroughs Wellcome Fund (a wholly owned foundation). A Contributions Committee of four, chaired by the Contributions Administrator, plans budgets and evaluates requests for gifts in excess of $5,000 or when unusual circumstances arise. It meets at the discretion of the Administrator (usually 3 times each year).

Support of Colleges and Universities

Departmental and Research Grants: $46,000. Usually for meetings, conferences, symposia. One $15,000 grant for faculty salaries and equipment.

Capital Grants: $11,600. Restricted to four universities near headquarters. Emphasis on medical and pharmacy schools.

Employee Matching Gifts: $39,385. Gifts to colleges, universities, high schools (any school with grade 9 or above), and nongovernment hospitals are matched on 1-for-1 basis. There were 315 gifts to colleges/universities—$30,075; 34 gifts to secondary schools—$9,310; and 28 gifts to hospitals—$3,750. Program growing in 1982. Requests up 30 percent.

Indirect Grants: $10,000. Independent College Funds in North Carolina, Kansas and Missouri (locations of company facilities).

Support of Students

Undergraduate Scholarships: $22,720. NMSC (scholarships for children of employees and in local community).

Graduate Fellowships: $93,305. National Osteopathic Foundation Fellowships, American Foundation for Pharmaceutical Education fellowships.

Support of Education-Related Organizations and Associations

$145,810. Wide variety of organizations sponsoring medical education activities. Examples: Advanced Coronary Treatment Foundation—$15,000 for CPR teaching and recertification; New York Academy of Sciences programs; Graduate Pharmaceutics Research Meeting; Royal Society of Medicine Foundation, Inc.; National Health Council. Also North Carolina 4-H Development Fund and other local programs for children.

Special Educational Support

$400. National Schools Committee for Economic Education, Inc.

Materials available: Matching Gift Program brochure.

The Burroughs Wellcome Fund

3030 Cornwallis Drive, Research Triangle Park, NC 27709 (919) 541-9090
Martha G. Peck, *Executive Director*

Total Educational Grants in 1981: $1,384,643

Purpose: The Burroughs Wellcome Fund was organized in 1955 to provide financial aid for the advancement of medical knowledge by research, or for other scientific, scholarly and educational purposes. Support for the development and strengthening of clinical pharmacology in the medical academic environment is a major focus. Also, support in the basic medical sciences and clinical specialties is given through competitive awards described herein.

Significant Policies: Most grants are competitive and are provided through organized annual award programs utilizing outside advisory committees in the review process. Principal annual awards include: (1) a Clinical Pharmacology Scholar Award of $200,000 and Creasy Visiting Professorships of Clinical Pharmacology, (2) a Toxicology Scholar Award of $200,000, (3) a Molecular Parasitology Award of $200,000, (4) Visiting Professorships in the Basic Medical Sciences, (5) Visiting Professorships in Microbiology, (6) Wellcome Research Travel Grants to Britain/Ireland, (7) Research Fellowships administered through national medical organizations. Grants are restricted to institutions within the United States.

Support of Colleges and Universities

Cost-of-Education Supplements: Supplemental stipends of $10,000 each, for third-year Clinical Pharmacology Fellows are restricted to institutions having a resident Burroughs Wellcome scholar in Clinical Pharmacology; Wellcome stipends for scientists at NIH administered through the Foundation for Advanced Education in the Sciences—$36,000; Alice Lloyd College Work/Study Program—$500; Frontier Nursing Services, Inc.—$600.

Departmental and Research Grants: Clinical Pharmacology—$383,687; Toxicology—$105,000; Wellcome Research Travel Grants to England/Ireland —$71,836.

Occasionally, short term "starter" or "bridging" grants for established investigators in the medical sciences and innovative projects are made until other assured funding becomes available—$402,860. Support for 1982 has increased approximately 60 percent, partially in response to increased requests. A new award in Molecular Parasitology has been initiated—$200,000.

Capital Grants: Not within the usual scope of support, although on rare occasions, may be considered. Example: North Carolina School of Science and Mathematics.

Support of Students

Graduate Fellowships: In 1981, fellowships, totaling $200,250, were made through national organizations such as the American Urological Association, American Society of Anesthesiologists, National Psoriasis Foundation, National Kidney Foundation, Asthma and Allergy Foundation, Infectious Diseases Society of America, American College of Veterinary Pathologists,

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etc. Also, Senior Research Fellowships at NIH administered by Foundation for Advanced Education in the Sciences—$118,000; National Medical Fellowships, Inc.—$7,500. No grants are made directly to individuals.

Support of Education-Related Organizations and Associations

Wide variety of organizations sponsoring medical educational activities. Examples: Wellcome Visiting Professorships through Royal Society of Medicine Foundation, Keystone Center for Continuing Education, Wellcome Visiting Professorships in the basic medical sciences and in microbiology.

Special Educational Support

A grant of $5,000 made to the National Fund for Medical Education partially supports the "Summer Program for Future Doctors" at the East Carolina University School of Medicine. The grant provides assistance to encourage and prepare undergraduate minority students for medical school.

Other

In 1981, five William N. Creasy Visiting Professorships of Clinical Pharmacology enabled five medical schools acting as host institutions to have eminent professors from the United States and abroad spend a week on their campuses lecturing and participating in discussions with medical students and faculty. The visiting professorships provide an honorarium of $2,500 for the professor, travel expenses for the professor and accompanying spouse, and $250 to the host institution.

In 1981, 18 Wellcome Visiting Professorships in the Basic Medical Sciences brought 18 distinguished professors in physiology, biochemistry, pharmacology, pathology, nutrition and immunology to institutions throughout the United States to lecture and discuss subjects in their particular discipline. These professorships provide an honorarium of $1,500, travel expenses and $250 to the host institution. They are administered with the assistance of the Federation of American Societies for Experimental Biology.

Three Wellcome Visiting Professorships in Microbiology were awarded in 1981. These professorships are organized like those in the basic medical sciences and are administered through the American Society for Microbiology.

A grant of $12,500 to Independent College Fund of North Carolina provides competitive awards for the summer training of science faculty of member colleges. The Wellcome Trust in England and the Burroughs Wellcome Fund jointly sponsor a program of Wellcome Research Travel Grants between the United States and the United Kingdom/Ireland. The program is designed to fund research workers in the basic medical sciences when the progress of their studies depends on personal consultation with a colleague in either country. The awards cover travel and subsistence for periods of two weeks to a maximum of three months. Both funding organizations, The Wellcome Trust and The Burroughs Wellcome Fund, have set aside $100,000/year for Wellcome Research Travel Grants. The program has a distinguished advisory committee in the United States.

The Wellcome Trust: The Wellcome Trust, London, England, the shareholders and ultimate owners of the Burroughs Wellcome pharmaceutical companies worldwide, provide financial support for research in human and animal medicine. For the two-year period 1980-1982, the Trust allocated approximately $26,000,000 for these purposes. They cover a wide range of subjects and disciplines, including the maintenance of Tropical Medicine Units in Nairobi and Belem, Brazil, research fellowships for scientists in European countries, research support in Veterinary Medicine, the maintenance of the Wellcome Institute of the History of Medicine, The Wellcome Unit for the History of Medicine at the University of Oxford and at the University of Cambridge, Research Fellowships and Research Training Scholarships in the History of Medicine.

Materials available: Annual report; awards brochure (general information); special brochures on the following competitive awards: Clinical Pharmacology; Toxicology; Molecular Parasitology; Wellcome Research Travel Grants; Creasy Visiting Professorships in Clinical Pharmacology; Wellcome Visiting Professorships in the Basic Medical Sciences.

Butler Manufacturing Company Foundation

P.O. Box 917, Kansas City, MO 64141 (816) 968-3208
Monroe Taliaferro, *Vice President*

Total Educational Grants in 1981: $209,720

Purpose: Colleges and universities not only educate present and future Butler Manufacturing Company employees and advance the levels of education of those who buy Butler products, but also educate the future leaders of all segments of our society.

In addition, the stability and progress of our society at large is greatly dependent upon the educational process which equips our children to deal with the complex factors of modern life. The individuals and institutions who respond to these challenges need encouragement and financial support.

Significant Policies: Grants are made to colleges and universities which: (1) supply significant numbers of employees to Butler and/or which provide opportunities for continuing education to Butler employees residing in Butler plant cities; (2) help disadvantaged students who demonstrate ability and desire to prepare for and remain in colleges or universities; (3) have programs which have the objective of providing education to residents of the center city where Butler plants are located; and (4) provide educational opportunities which advance minorities, women and the handicapped.

Support of Colleges and Universities

Unrestricted Operating Grants: $60,050. To 21 institutions.

Student Aid Grants: $71,416. To 25 institutions, all public.

Capital Grants: $5,000.

Employee Matching Gifts: $11,454.

Indirect Grants: $2,500. United Negro College Fund.

Support of Education-Related Organizations and Associations

$7,500.

Other

$51,800.

Cabot Corporation
Cabot Corporation Foundation

125 High Street, Boston, MA 02110 (617) 423-6000
Ruth C. Scheer, *Executive Director*

Total Educational Grants in 1981: $583,115

Purpose: The foundation's education program is intended to promote education at all levels from primary to graduate school not only through individual grants but also under Cabot's Matching Grants to Schools program.

Significant Policies: The foundation provides direct assistance to colleges and universities. Support is largely in the science and engineering fields with additional emphasis on institutions in geographic locations in which our employees work and live.

Support of Colleges and Universities

Unrestricted Operating Grants: $49,500. Six grants to graduate schools—$45,000; direct grants to colleges in plant locations—$4,500.

Departmental and Research Grants: $151,550. Science and technology research and program development—$79,000; equipment grants—$72,550.

Capital Grants: $56,000. Grants to major research universities and local colleges in plant locations.

Employee Matching Gifts: $186,615. Employee gifts of $100 or less, as well as the first $100 of all larger gifts, are matched on a 2-to-1 basis. That portion of each gift in excess of $100 is matched on a 1-to-1 basis. Gifts to public and private schools from primary to graduate are eligible with a maximum of $2,500/year to any one school and $5,000/year to all schools from any one individual.

Indirect Grants: $1,000. Grant to an association of independent colleges in a plant location.

Support of Students

Student Aid Grants: $126,450. Engineering and science scholarships to graduating high school seniors—$11,950; grant for inner-city minorities in college preparatory schools—$10,000; scholarships for graduating black high school students—$5,000; scholarships to students at colleges in plant locations—$23,500; graduate fellowships in science and engineering—$76,000.

Support of Education-Related Organizations and Associations

$12,000. Precollege programs to improve mathematics and science skills—$6,000; other organizations and foundations—$6,000.

Materials available: Cabot Corporation Foundation Annual Report, Guidelines for Matching Grants to Schools Program.

Carpenter Technology Corporation
Carpenter Technology Corporation Foundation

P.O. Box 662, Reading, PA 19603 (215) 371-2214
W. J. Pendleton, *Director—Corporate Affairs*

Total Educational Grants in 1981: $125,438

Purpose: To provide funds primarily to certain colleges and universities; to provide scholarship assistance to especially qualified children of employees; to encourage support of higher education by employees; to improve educational opportunities for minorities; and to provide scholarships to especially qualified students at selected colleges and universities.

Significant Policies: Direct grants are limited to institutions located in the geographical areas where the corporation has its principal manufacturing facilities.

Support of Colleges and Universities

Unrestricted Operating Grants: $1,500. One grant to a graduate institution for minorities.

Student Aid Grants: $5,925. Grant to private college attended by students awarded scholarships.

Departmental and Research Grants: $17,000. Grants to two universities for joint research programs; grants to two universities, one chair, one professorship.

Capital Grants: $4,000. Grant to a university located in area where corporation has principal manufacturing facility.

Employee Matching Gifts: $47,676. The plan matches employees' annual contributions up to $3,000 to accredited junior colleges, colleges and universities and nonsectarian secondary schools.

Indirect Grants: $15,000. Designated contributions to two state associations for independent colleges and a grant to United Negro College Fund.

Support of Students

Undergraduate Scholarships: $22,065. Annual four-year awards to children of employees (11 scholarships), an award under the National Achievement Program and a new program of academic scholarships at 12 selected universities.

Support of Education-Related Organizations and Associations

$4,647. Grants to eight education-related organizations.

Special Educational Support

$4,975. Support toward a physics conference, a cooperative engineering program, science and engineering fair and a program of economics for youth.

Other

$2,650. Support to three organizations for career counseling programs and grants to two organizations for economic workshops for teachers/students.

Carson Pirie Scott & Company
Carson Pirie Scott Foundation

One South State Street, Chicago, IL 60603 (312) 744-2000

Kathleen M. Byrnes, *Director, Civic Affairs & Foundation*

Total Educational Grants in 1981: $37,655

Purpose: Carson Pirie Scott & Company, both through its foundation and by direct corporate payments, believes that the support of education is an essential prerequisite to the maintenance of the quality of a community in which a corporation may survive.

Support of Colleges and Universities

Unrestricted Operating Grants: $18,000. Unrestricted operating grants are made directly to 11 private four-year colleges and universities. Modest grants are also made to the Chicago Public School Science Fair, Chicago Metro History Fair, Chicago Public Schools Art Society, Glenwood School for Boys, Hadley School for the Blind and to the Washburne Trade School Educational Fund.

Indirect Grants: $8,010. Unrestricted grants are made to the Associated Colleges of Illinois, Associated Colleges of Indiana, Wisconsin Foundation of Independent Colleges, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $9,145. Annually the foundation provides a scholarship to the children of current company employees, administered by the National Merit Scholarship Corporation. The company (not the foundation) provides a scholarship for employees to attend Washburne Trade School Chef Training courses to obtain skills leading to advancement in the company's food-service division.

Support of Education-Related Organizations and Associations

$2,500. Unrestricted grants to Pace Institute (Programming Activities for Correctional Education) in conjunction with the Cook County Correctional Institute to provide basic educational and vocational training; Aspira, Inc. of Illinois, a self-help educational agency; Urban Gateways, which aids the academic and social development of deprived children through arts/education programs, extended to the parents and families of the children.

Carter Hawley Hale Stores, Inc.

550 South Flower Street, Los Angeles, CA 90071 (213) 620-0150
Jeanette McElwee, *Coordinator, Corporate Contributions*

Total Educational Grants in 1981: $379,757

Significant Policies: Unrestricted grants are made primarily to private, fully accredited colleges and universities with particular emphasis on graduate schools of business.

Support of Colleges and Universities

Unrestricted Operating Grants: $176,837.

Departmental Grants: $140,000.

Employee Matching Gifts: $62,920. Minimum is $25 and maximum is $5,000 per employee, per year. Grants are made to colleges and universities as well as private secondary schools.

Materials available: Guidelines and Application Procedure are available upon request.

Caterpillar Tractor Co.
Caterpillar Foundation

100 NE Adams Street, Peoria, IL 61629 (309) 675-4464
Edward W. Siebert, *Manager, Corporate Support Programs. Manager, Caterpillar Foundation*

Total Educational Grants in 1981: $1,444,748

Purpose: Educational support initiatives are investments in Caterpillar Tractor Co.'s future. The objectives are to improve the quality of ties between Caterpillar and key colleges and universities to increase visibility, attract superior candidates for human-resource needs, help address certain faculty shortages, and increase knowledge in areas of importance to the company.

Significant Policies: The company and Caterpillar Foundation provide direct institutional assistance to colleges, universities and organizations through Excellence Funds, Scholars and Fellows programs, matching gifts, opportunity grants and property donations. (Value of property donations not included in above dollar total.) Support is primarily to schools in plant communities, and with whom we have significant recruiting or technical ties. Support is given to both public and private institutions, but not at secondary or elementary levels.

Support of Colleges and Universities

Unrestricted Operating Grants: $180,000. Opportunity grants to specific departments in selected colleges and universities.

Student Aid Grants: $300,000. The Caterpillar Scholars Program offers opportunities to talented students at selected colleges and universities for growth with Caterpillar. It consists of three elements: tuition and fees, summer internships and departmental grants. Scholars are selected on the basis of academic excellence in disciplines of interest to Caterpillar.

Employee Matching Gifts: $295,573. Employee gifts to education are matched by the company at a minimum of $25 and a maximum of $2,000 to tax-supported, four-year accredited colleges and universities in the United States.

Indirect Grants: $12,500. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $8,000. National Merit Scholars Corporation.

Support of Education-Related Organizations and Associations

$160,000. Economic education.

Special Educational Support

$290,000. Caterpillar Excellence Fund. This fund provides for graduate assistantships in disciplines of interest to Caterpillar, helps schools with major equipment needs, instructional research and minority/female recruitment.

Other

$150,000. The Caterpillar Educational Assistance Plan is intended to encourage employees to undertake job-related, self-development activities. It provides for reimbursement of 70 percent of the tuition, compulsory registration and laboratory fees paid by employees for approved courses of study. This plan also reimburses the school for 50 percent of tuition.

Celanese Corporation

1211 Avenue of the Americas, New York, NY 10036 (212) 719-8473
S. T. Clark, *Director of University Relations*

Total Educational Grants in 1981: $1,235,000

Purpose: The obvious growing interdependence of government, industry and academia in developing new solutions to broad national problems requires many forms of constructive cooperation. One appropriate form is the support, by industry, of educational institutions and programs that train young people to implement these solutions, particularly those that are innovative or productive. While Celanese believes strongly in unrestricted grants that permit complete freedom of inquiry, we do concentrate our support in those disciplines most closely related to the chemical industry.

Support of Colleges and Universities

Departmental and Research Grants: $734,000. All grants are unrestricted, normally to chemical engineering, mechanical engineering and chemistry departments.

Employee Matching Gifts: $332,000. Program initiated in September of 1976.

Indirect Grants: $125,000. State foundations of private colleges, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $44,000. National Merit Scholarships (restricted to children of employees).

Champion International Corporation
The Champion International Foundation

One Champion Plaza, Stamford, CT 06921 (203) 358-7656

Thomas H. Latimer, *Manager, Policies and Contributions*

Total Educational Grants in 1981: $500,000

Purpose: To contribute a continuing supply of well-educated managers and citizens.

Significant Policies: Aid is directed primarily to institutions which are significant recruiting sources, conduct special programs and engage in research relevant to our industry.

Support of Colleges and Universities

Unrestricted Operating Grants: $71,500. To 24 institutions.

Student Aid Grants: $38,000.

Departmental and Research Grants: $141,000. To 50 institutions.

Capital Grants: $83,000. To eight institutions.

Employee Matching Gifts: $81,000.

Indirect Grants: $17,500. ICFA–$5,000; UNCF–$12,500.

Support of Students

Undergraduate Scholarships: $27,000 NMSC.

Support of Education-Related Organizations and Associations

College Placement Services, COGME, NACME, AACSB, AGB, CIC, American Humanics, Packaging Education Foundation.

Other

Media awards for economic understanding.

The Chase Manhattan Bank, N.A.
The Chase Manhattan International Foundation

1 Chase Manhattan Plaza, New York, NY 10081 (212) 552-4411
John R. Meekin, *Vice President and Director of Philanthropic Activities*

Total Educational Grants in 1981: $2,263,626

Purpose: Chase makes restricted and unrestricted grants to selected colleges and universities, unrestricted grants to associations of colleges and universities, and grants to match employee contributions to accredited colleges, universities, and independent secondary schools. Special grants are made to encourage innovation and progress in education, including economic education, on the elementary, secondary, and college levels.

Significant Policies: The program aims to improve the quality of graduate business education and graduate international studies. Special emphasis is placed on support for minority education and private liberal arts education.

Support of Colleges and Universities

Unrestricted Operating Grants: $221,716. To 32 undergraduate colleges: 31 private, one public.

Student Aid Grants: $117,500. 31 fellowships to 22 undergraduate colleges and graduate schools of business and international studies. Fellowships are awarded under the Chase Fellows Program to outstanding minority students.

Departmental and Research Grants: $283,500. To five special undergraduate programs, 18 graduate schools of business, five graduate schools of international studies, and one graduate school of engineering.

Capital Grants: $922,500. Columbia University Graduate School of Business (Arthur F. Burns Professorship)—$12,500 (third payment on $50,000 pledge); Brown University (Master of Business Economics Program)—$50,000 (first and second payment on $100,000 pledge); Florida A&M University (Facility Enhancement Program)—$100,000 (second and third payment on $150,000 pledge); Tuskegee Institute (Development Fund)—$50,000 (third and fourth payment on $100,000 pledge); University of Chicago (David Rockefeller Chair in International Economics)—$500,000 (second payment on $1,250,000 pledge); United Negro College Fund, Inc. (Capital Resources Development Program) —$75,000 (second, third and fourth payment on $100,000 pledge); New York University (Capital Fund) — $50,000 (fourth payment on $250,000 pledge); Pace University (Development Fund)—$50,000 (third payment on $250,000 pledge); Georgetown University (William E. Simon Chair)—$20,000 (first payment on $100,000 pledge); Boston University (Thomas P. O'Neill Chair)— $5,000 (second payment on $15,000 pledge); Ohio University (Chair in Southeast Asia Studies)—$10,000.

Employee Matching Gifts: $221,472.

Indirect Grants: $62,500. To the New York, New Jersey, and New England associations of liberal arts colleges and to the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $52,438. To National Merit Scholarship Corporation and Institute of International Education for scholarship programs for children of employees.

Graduate Fellowships: $10,000. To the Consortium for Graduate Study in Management and Council for Opportunity in Graduate Management Education.

Support of Education-Related Organizations and Associations

$152,200. Unrestricted grants to organizations and institutions which are concerned with the improvement of New York City's elementary and secondary education, organizations which have a broad impact on higher education through promoting improvements in academic standards and management and increased corporate support for education, and organizations—e.g., New York Public Library—which are of a broadly educational nature.

Special Educational Support

$114,500. To 13 economic education organizations and programs.

Other

$105,300. To special programs at colleges and universities which conduct research on the free enterprise system.

Materials available: Corporate Responsibility Annual Report.

Chemical Bank

277 Park Avenue, New York, NY 10172 (212) 310-7549
Marian Z. Stern, *Director, Corporate Contributions*

Total Educational Grants in 1981: $750,000 (approximately)

Purpose/Philosophy: As a corporation in today's complex society, Chemical Bank could not exist without well educated citizens who support a free enterprise economic system. Therefore, it is Chemical Bank's responsibility and in its own interest to work to strengthen the United States' unique system of private higher education, we believe, to ensure the preservation of our system of free enterprise.

The decade ahead will present unprecedented challenges to our systém of higher education, including declining enrollment, increased operating costs, and the likelihood of less funding from federal government. Therefore, given its finite financial resources, it is *Chemical Bank's* intention to live up to its responsibility and commitment to private higher education as efficiently, effectively, and innovatively as possible.

Consequently, Chemical Bank has developed an affirmative program of giving to colleges and universities, without a requirement that they solicit funds.

A major objective of Chemical Bank's contributions to higher education is to offer assistance to those educational enterprises which are providing instructional programs and research activities of excellence to society at large, with the recognition of a special obligation to those near our major locations. It is also our objective to assist these institutions with their planning by commiting to them unrestricted support, for three years at a time.

Chemical Bank will concentrate its support on approximately 50 institutions across the country, and particularly many of those in our local community, which we believe will not only survive in the years ahead, but with sufficient resources and planning, will flourish.

Chemical has developed this program with the intent that it may serve as a model to other corporations which may adapt it to their own criteria.

Program Guidelines:

—No more than one gift will ordinarily be made each year to an educational institution. However, in some unusual cases, gifts could be made to more than one college within a university if the financial operations are distinct. Moreover, nothing in these guidelines will preclude special, larger grants on an occasional basis where the senior management of the Bank concludes that a unique opportunity exists to serve the objectives of Chemical's educational giving program.

—Most gifts made by Chemical Bank will be in the form of general operating support in recognition of Chemical's belief that educational institutions are best able to determine how their budgets should be allocated. Chemical Bank is concerned, however, about the ability of students to cover the costs of their education, and encourages consideration of our contributions being directed toward student aid.

—Chemical Bank will continue its commitment to minority education by allocating a portion of its budget each year for this purpose, and will also support programs designed to improve the public education system of New York City.

Support of Colleges and Universities

Unrestricted Operating Grants: $660,000. Grants of $10,000 or $20,000 were made to the following institutions: Adelphi, Amherst, Barnard, Bates, Bowdoin, Brown, Bryn Mawr, University of Chicago, Colgate, Columbia, Connecticut, Cornell, Dartmouth, Drew, Duke, Fairleigh Dickinson, Fordham, Georgetown, Hamilton, Harvard, Haverford, Hofstra, Lafayette, Lehigh, Long Island University, Manhattan, Marymount, Massachusetts Institute of Technology, Middlebury, Mount Holyoke, College of New Rochelle, New York University, Notre Dame, Pace, University of Pennsylvania, Pratt, Princeton, University of Rochester, St. John's, Seton Hall, Smith, Stanford, Swarthmore, Syracuse, Trinity, Vassar, Wellesley, Wesleyan, Williams, Yale, Yeshiva.

Employee Matching Gifts: Public and private higher education, will match up to $5,000 per employee ($200 per employee can be matched 2 to 1); also match private secondary education.

Special Educational Support

$80,000. Support of minority education and of primary and secondary education.

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Cities Service Company
Cities Service Foundation

Box 300, Tulsa, OK 74102 (918) 561-4179
Doris E. Cobb, *President, Cities Service Foundation*

Total Educational Grants in 1981: $1,511,278

Purpose: To support higher education through grants to a limited number of educational institutions so that qualified individuals will be available for the future needs of the company, the industry and the country.

Support of Colleges and Universities

Unrestricted Operating Grants: $109,000. To public and private institutions, primarily four-year.

Student Aid Grants: $8,400.

Departmental and Research Grants: $468,500. To public and private four-year institutions. Some are same institutions to which unrestricted funds were given.

Capital Grants: $464,167.

Employee Matching Gifts: $92,781. For 1980 gifts. Plan changed during 1981 to provide for 2-to-1 matching; 1981 gifts matched in 1982 totaled $343,759.

Indirect Grants: $174,500.

Support of Students

Undergraduate Scholarships: $91,422.

Support of Education-Related Organizations and Associations

$64,890. Councils on Economic Education, Council for Financial Aid to Education, Close-Up Foundation.

Special Educational Support

$37,618. Includes minority education programs.

Cleveland Electric Illuminating Company
Cleveland Electric Illuminating Foundation

55 Public Square, P.O. Box 5000, Cleveland, OH 44101 (216) 622-9800
Frank A. Kender, *Chairman, Contributions Committee*

Total Educational Grants in 1981: $216,666

Purpose: Financial assistance to secondary and higher education.

Significant Policies: Grants generally limited to schools in company's service area.

Support of Colleges and Universities

Unrestricted Operating Grants: $17,800. Grants to private, four-year colleges.

Departmental and Research Grants: $13,000.

Capital Grants: $115,500. To service-area schools.

Employee Matching Gifts: $40,347.

Indirect Grants: $4,500. United Negro College Fund.

Support of Education-Related Organizations and Associations

$14,400. Junior Achievement, Center for Economic Education, Educational Research Council of America, Cleveland Scholarship Program.

Other

$14,000. Chairs in service-area schools; Chair in Economics of Energy, Chair in Managerial and Corporate Ethics, Chair in Department of Business Administration and Economics.

The Connecticut Bank and Trust Company

One Constitution Plaza, Hartford, CT 06115 (203) 244-5436
Gerald A. Lamb, *Senior Vice President*

Total Educational Grants in 1981: $75,882

Purpose: To foster the availability and continuing excellence of higher education institutions, especially those which also have the support of our employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $1,450. Hartford College for Women—$1,000; University of Bridgeport—$250; Mitchell College—$200.

Capital Grants: $38,125. Trinity College—$10,625, University of Hartford—$17,500, Yale University—$10,000.

Employee Matching Gifts: $26,107.

Support of Education-Related Organizations and Associations

Greater Hartford Council on Economic Education; New England Colleges Fund.

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Connecticut Mutual Life Insurance Company
Connecticut Mutual Life Foundation

140 Garden Street, Hartford, CT 06115 (203) 727-6500
Jack C. Kadzik, *Associate Director, Corporate Responsibility*

Total Educational Grants in 1981: $263,500

Purpose: Societal Goal: An education system effective at all levels and meeting the needs of modern society.

Significant Policies: 1. Connecticut Mutual matches, on a 1-to-1 basis, the personal gifts of eligible employees to accredited, private secondary schools and public or private American colleges or universities and schools of special education, to a yearly maximum of $750. Matching funds are contributed to educational institutions at the end of the calendar year and are unrestricted in nature.
2. Special consideration will be given to educational institutions fulfilling the educational needs of Connecticut Mutual Life employees.
3. Special consideration will be given to programs which provide education through the 12th grade in the City of Hartford which allow the development of skills necessary for employability and/or the capability for further education.

Support of Colleges and Universities

Unrestricted Operating Grants: $24,000. Distributed among one state university, one private university, one two-year college.

Student Aid Grants: $3,500. One black university.

Cost-of-Education Supplements: $2,050. Solarpower Institute.

Departmental and Research Grants: $14,000. Distributed among three private universities.

Capital Grants: $5,000. One private four-year college.

Employee Matching Gifts: $115,500. Distributed among 263 colleges, 20 graduate schools, 97 secondary schools, four special education schools and one other.

Indirect Grants: $27,500. United Negro College Fund, Joint Council on Economic Education, Independent College Fund, New England College Fund, National Fund for Medical Education.

Support of Students

Undergraduate Scholarships: $1,500. Greater Hartford Interracial Scholarship.

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Support of Education-Related Organizations and Associations

$45,900. Distributed among Hartford-area elementary and secondary public and private schools—$21,800; distributed among Hartford-area education-related organizations and projects, e.g., Blacks & Mathematics, Literacy Volunteers, etc.—$24,100.

Special Education Support

$8,250. Distributed among Hartford-area secondary school special enrichment programs, e.g., A Better Chance, etc.

Other

$16,300. Distributed among Hartford-area tutorial and summer programs, elementary and secondary level.

Materials available: Corporate Contributions Policy.

Conoco Inc.

High Ridge Park, Stamford, CT 06904 (203) 329-2300

Henry G. Corey, *Director, University Relations and Corporate Contributions*

Total Educational Grants in 1981: $3,465,000*

Purpose: To promote the study of those skills and research most needed in the energy industry; to support prominent educational institutions that train faculty, conduct research and otherwise set the highest educational standards for the benefit of all society; to provide increased educational opportunities for our employees and their families.

Significant Policies: Conoco will give first consideration to grants and other contributions to educational facilities which do research in fields of particular interest to Conoco, prepare competent employees in disciplines relating to the company's business, are preeminent nationally or are located near company office locations.

Support of Colleges and Universities

Unrestricted Operating Grants: $381,100. 27 public schools—$56,600; 30 private schools—$324,500.

Student Aid Grants: $406,400. 76 public schools—$359,100; 15 private schools—$47,300.

Departmental and Research Grants: $858,600. 108 public schools—$573,700; 43 private schools—$284,900.

Capital Grants: $256,000. 4 public schools—$131,000; 4 private schools—$125,000.

Employee Matching Gifts: $435,000. Corporate Alumnus Plan: $1 for $1 given by employees up to $3,000. Colleges and universities only.

Indirect Grants: $18,200. Independent College Funds—$10,050; other grants—$8,150.

Support of Students

Undergraduate Scholarships: $320,400. Summer and educational leave scholarships—$92,000; Conoco Scholarships (employees' children)—$126,800; National Merit Scholarships—$86,600; other—$15,000.

Support of Education-Related Organizations and Associations

$50,400. Grants to organizations assisting institutions and individual students achieve their educational goals. Includes such organizations as Association of American Colleges, Association of Governing Boards, Council for Financial Aid to Education and United Student Aid Funds.

*Du Pont and Conoco merged during 1981. The figures shown here apply only to Conoco. The Du Pont and Conoco educational aid programs are coordinated but, at present, most grants are administered separately.

Special Educational Support

$45,000. Smith College program to improve student logic and writing skills.

Other

$693,900. Economic education (Joint Council on Economic Education, Junior Achievement, etc.); energy education, citizenship—$310,000; international education grants—$383,900.

Consolidated Foods Corporation
The Consolidated Foods Foundation

Three First National Plaza, Chicago, IL 60602 (312) 726-2600
Barbara A. Quinn, *Manager of Public Affairs*

Total Educational Grants in 1981: $630,562

Purpose: In order to promote and support the role of higher education in today's society, Consolidated Foods and its operating companies make grants to colleges, universities, scholarship programs and selected organizations that seek to improve the quality of education.

Significant Policies: The foundation is primarily concerned with funding programs that benefit the communities in which Consolidated Foods operates and in which its employees live. However, each Consolidated Foods operating company administers its own contributions program apart from the foundation that focuses on the needs of its local community. Therefore, the majority of foundation grants will go to organizations serving the Chicago area, and a select few will go to organizations with a national impact.

Support of Colleges and Universities

Unrestricted Operating Grants: The majority of grants to colleges and universities were unrestricted operating grants.

Employee Matching Gifts: $114,482. Employee gifts are matched by the foundation at a minimum of $25 and a maximum of $4,000 per fiscal year. At the employee's discretion, up to $1,000 in gifts will be matched on a 2-to-1 basis; an additional $3,000 will be matched on a 1-to-1 basis. Eligible institutions include two- or four-year colleges, universities, technical institutions, graduate or professional schools which are accredited and grant recognized degrees. Gifts to secondary schools will not be matched.

Indirect Grants: Several state associations received grants, as did the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $39,440. The Nathan Cummings—Consolidated Foods Scholarship Program is for dependents of employees and is administered by the National Merit Scholarship Corporation.

Support of Education-Related Organizations and Associations

Grants were made to such organizations as the Council for Financial Aid to Education and the Joint Council on Economic Education.

Special Education Support

$100,000. Grant to Providence-St. Mel High School in Chicago, the first recipient of the annual Consolidated Foods Leadership Award.

Other

The Consolidated Foods Student Loan Program makes available guaranteed loans to employees, their spouses and dependent children to assist them in financing postsecondary education at approved institutions.

Consolidated Papers, Inc.
Consolidated Papers Foundation, Inc.

P.O. Box 50, Wisconsin Rapids, WI 54494 (715) 422-3368
Daniel P. Meyer, *President*

Total Educational Grants in 1981: $236,818

Purpose: To assist colleges in Wisconsin to meet rising costs; to provide private-public competition in higher education; to assist schools offering degree programs in paper technology; and to provide educational opportunity for those with scholarship merit.

Support of Colleges and Universities

Unrestricted Operating Grants: $138,554. Nine private four-year.

Student Aid Grants: $21,550. Two private four-year—$7,050; Five public four-year—$14,500.

Capital Grants: $5,000. One private four-year.

Indirect Grants: $35,324. Two private four-year.

Support of Students

Undergraduate Scholarships: $20,185. Three public four-year.

Special Educational Support

$1,000. Lakeland College for economic education program.

Container Corporation of America
Container Corporation of America Foundation

One First National Plaza, Chicago, IL 60603 (312) 580-5340
John J. Egan, *Vice President/Foundation Manager*

Total Educational Grants in 1981: $310,601

Purpose: Feeling a basic responsibility of industry to support education, Container Corporation of America has established certain areas of interest to which our policy has been patterned.

Significant Policies: (1) Ongoing general support of higher education, State Associations; (2) Direct grants to capital fund drives of private colleges; (3) Support of National Merit Scholarship Program for children of employees; (4) Matching Gifts.

Support of Colleges and Universities

Unrestricted Operating Grants: $20,400. To 12 four-year colleges and universities, including 9 graduate schools of business, Florida A&M, Georgia Institute of Technology and Washington Center for Learning Alternatives.

Departmental and Research Grants: $1,600. Wittenberg University-Management Development Program.

Capital Grants: $41,000. Eight grants.

Employee Matching Gifts: $54,476, Private and public four-year colleges and universities, junior colleges and private secondary schools.

Indirect Grants: $133,150. State associations of private colleges and universities in 23 plant states, Council for the Advancement of Small Colleges, United Negro College Fund, Dialogue with the Blind, National Commission for Cooperative Education, Recording for the Blind, Hadley School for the Blind, 14 Economic education programs, Association for Education Development, Consortium for Graduate Study in Business for Disadvantaged.

Support of Students

Undergraduate Scholarships: $17,325. National Merit Scholarship Fund primarily for CCA's employees, children science competition, National Fund for Minority Students, National Hispanic Scholarship Fund.

Graduate Fellowships: $3,000. Institute of International Education, Woodrow Wilson International Center for scholars.

Support of Education-Related Organizations and Associations

$7,900. Cincinnati Experience, Council for Financial Aid to Education, Foundation for Student Communication, Illinois Issues, Media Institute, Tax Foundation, Business and Professional Women's Foundation, National Women's Education Fund.

Other

$31,750. Industry-related institutions.

The Continental Group, Inc.
The Continental Group Foundation, Inc.

One Harbor Plaza, P.O. Box 10129, Stamford, CT 06904-2129 (203) 964-6402
Jack R. Sears, *Administrator, Corporate Contributions*

Total Educational Grants in 1981: $1,300,000

Purpose: To provide support to colleges and universities judged to provide the country and Continental Group with superior managers, leaders, thinkers and innovators.

Significant Policies: Special interests include research grants, support to colleges where company has recruiting relationship, scholarships for minorities studying business or engineering, grants to schools located in those communities where the company has a presence and the employee matching-grants program.

Support of Colleges and Universities

Unrestricted Operating Grants: $92,000. Examples: Illinois Institute of Technology—$20,000; Spelman College—$20,000.

Student Aid Grants: $50,500. Scholarship grants to Atlanta University Center, Bradley University, Columbia University, Morehouse College. Also, support goes to provide eight National Achievement Scholarships and to the Inner City Scholarship Fund.

Departmental and Research Grants: $606,000. Institute of Paper Chemistry—$241,000; College of William and Mary—$75,000; Business Schools at Dartmouth, Fairfield University, Columbia, Harvard, Georgetown, University of Richmond.

Capital Grants: $300,000—Cornell University—for Hatfield Lecture Series on the Role of Business in American Life.

Employee Matching Gifts: $200,000. To accredited degree-granting undergraduate and graduate institutions.

Indirect Grants: $40,000. United Negro College Fund—$15,000; Virginia Foundation for Independent Colleges—$15,000; Florida Independent College Fund—$10,000.

Support of Education-Related Organizations and Associations

$3,800. American Assembly of Collegiate Schools of Business, Council for Financial Aid to Education.

Materials available: Continental Group as a Corporate Citizen.

Continental Illinois Corporation—
Continental Bank
Continental Bank Foundation

231 So. LaSalle St., Chicago, IL 60693 (312) 923-5114
Carolyn W. Bergan, *Executive Director*

Total Educational Grants in 1981: $693,896

Purpose: Our commitment to our community is based on the recognition that our vitality as an institution depends upon the well-being of the environment in which we operate. We act upon this commitment through participation in a number of community-benefiting partnerships with other businesses, the government and not-for-profit organizations.

Significant Policies: Direct grants to colleges and universities are limited to degree-granting, four-year institutions in the Chicago area. Because the foundation supports the Associated Colleges of Illinois it does not fund individual association members for general operating support, special projects or capital programs. Educational institutions supported by public funds as well as elementary and secondary institutions, public or private, are also ineligible for foundation grants.

Support of Colleges and Universities

Unrestricted Operating Grants: $291,667. Seven private, four-year colleges and universities.

Cost-of-Education Supplements: $6,165. National Merit Scholarship Corporation.

Capital Grants: $16,167. Three private, four-year colleges and universities.

Indirect Grants: $90,000. Associated Colleges of Illinois, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $2,000. AFS International/Intercultural Programs: Inner City Minority Scholarship.

Support of Education-Related Organizations and Associations

$40,500.

Special Educational Support

$9,000. Joint Council on Economic Education—$3,000; Illinois Council on Economic Education—$6,000.

Other

$97,750. Civic—education organizations, education institutes—$37,750; neighborhood programs at Loyola University and YMCA Community College—$60,000.

Materials available: General Guidelines For Giving "Because We Live Here: A Partner in Education."

Cooper Industries, Inc.
Cooper Industries Foundation

4000 First City Tower, Houston, TX 77002 (713) 739-5602
Mailing: P.O. Box 4446, Houston, TX 77210

Thomas W. Campbell, *President, Cooper Industries Foundation*
Marguerite Warden, *Secretary & Administrative Director, Cooper Industries Foundation*

Total Educational Grants in 1981: $789,411

Purpose: To help support institutions of higher learning which are located in or near the communities where our company has major plant operations, and those colleges and universities from which we derive a significant number of employees.

Significant Policies: We do not provide support to private elementary and secondary schools. No grants made to individuals.

Support of Colleges and Universities

Unrestricted Operating Grants: To 51 institutions (27 four-year private colleges; 5 technical two-year institutions; 19 four-year public universities).

Student Aid Grants: $39,000. University of Alabama Cullman Scholarship Fund—$1,000; George Wallace State Community College, Scholarship Fund —$3,000; University of Texas-Health Science Center Minority Scholarship— $500; Coffeyville (KS) Community Jr. College, Scholarship Fund—$1,000; eight scholarships-children of community residents of Mt. Vernon, OH— $4,000.

Scholarships to employee children; Sturgis, MI and other cities $29,5000.

Departmental and Research Grants: $302,000. Colorado School of Mines— $2,000; Syracuse University School of Management—$300,000; and others.

Capital Grants: $67,500. University of Dallas—$2,500; Case Western Reserve—$5,000; Kenyon College, Athletic/Recreation/Convocation Fund— $50,000; Wittenberg University, Engineer Challenge Grant—$10,000.

Employee Matching Gifts: $61,384. Under employee matching gift plan, contributions are matched 1 to 1 to maximum of $2,000/year. If employee or director shows volunteer service (trustee, committee member, fund-raiser, etc.), funds are matched 2 to 1 up to additional $1,000/year.

Indirect Grants: $24,000. Independent College Fund of North Carolina— $1,000; Ohio College Association—$1,000; Ohio Foundation Independent Colleges—$1,000; Michigan College Foundation, Inc.—$16,000; United Negro College Fund—$500; Associated Colleges of Illinois—$2,200; Associated Colleges of Indiana—$2,200; other miscellaneous under $500.

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Support of Students

Undergraduate Scholarships: $2,052. National Merit Scholarship Corporation.

Support of Education-Related Organizations and Associations

$12,750. Sumter Area Technical Education Commission—$5,000; Cities-in-Schools Project—$1,000;Council for Financial Aid to Education—$1,500; Council for Opportunity in Graduate Management Education—$2,000; Free Market Education Foundation—$500; Institute of International Education—$1,000; Joint Council on Economic Education—$1,000; AIESEC-United States-University Houston—$750; etc. Also support of many local Junior Achievement chapters, as well as national support.

Special Educational Support

$27,500/year. Texas A&M University—annual lectureship series (E.L. Miller Distinguished Lectureship Series).

Crocker National Bank
Crocker National Bank Foundation

333 South Grand Avenue, Room 1280, Los Angeles, CA 90071 (213) 253-3098
JoAnne M. LaMere, *Secretary-Treasurer*

Total Educational Grants in 1981: $321,612

Purpose: By aiding students who may be deemed worthy of such aid in the obtaining of their education, by providing them with the assistance, through the award of grants, prizes, scholarships, loans or other aid, and through the making of provision, by funds or otherwise, for tuition, texts, educational equipment, materials and supplies, living expenses and other expenses incidental to the obtaining of education, whether in secondary schools, universities, colleges, technical, professional or other schools.

Significant Policies: Aid to educational institutions (mostly higher education) to include leading schools which serve the educational needs of the communities which the bank serves. Also aid to educational institutions which we determine are providing excellence in education to persons wishing to pursue careers in business. Aid to programs which develop understanding of our economic system.

Support of Colleges and Universities

Unrestricted Operating Grants: $120,000.

Employee Matching Gifts: CNB Foundation will match gifts to elementary, preparatory schools, universities, vocational schools, and theological institutions which are private, tax-exempt and nonprofit. Full-time employees, their spouses and directors of CNB and the corporation are eligible to participate.

Indirect Grants: $42,500. Independent Colleges of Northern and Southern California, UNCF.

Support of Students

Undergraduate Scholarships: Through the NMSC, scholarships are awarded for children of employees. Two scholarships are awarded per year and winners may select any college or university in the United States which is fully accredited and may enroll in any course of study for a B.A. degree. The scholarships are awarded on need and/or achievement and are based on the results of the qualification tests taken by high school students in their junior year.

Support of Education-Related Organizations and Associations

For example, Aspen Institute for Humanistic Studies, Coro Foundation, Consortium for Graduate Study in Management, CFAE, COGME.

Special Educational Support

For example, Hispanic Women's Council; Industry Education Council of California, Junior Achievement, National Association of Bank Women.

Materials available: Annual report.

Crown Zellerbach Foundation

235 Montgomery Street, Suite 1527, San Francisco, CA 94104 (415) 398-0600
Charles E. Stine, *President and Director*

Total Educational Grants in 1981: $373,250

Support of Colleges and Universities

Unrestricted Operating Grants: $258,000. To one public institution—$40,000; to 34 private institutions—$218,000.

Student Aid Grants: $5,000. University of California, Berkeley (summer teacher program).

Capital Grants: $40,000. Oregon State University.

Indirect Grants: $5,000. United Negro College Fund.

Crum and Forster
Crum and Forster Foundation

305 Madison Avenue, P.O. Box 2387, Morristown, NJ 07960 (201) 285-7247
John A. Douglas, *Vice President*

Total Educational Grants in 1981: $507,528

Purpose: To encourage and provide tangible support for America's educational system by training the leaders and key employees of the future—an indispensable element in the quality of life of this country.

Significant Policies: Foundation support is generally directed to privately controlled colleges and universities which provide specific education applicable to the insurance industry and organizations or activities which contribute significantly to the improvement of education and educational opportunities.

Support of Colleges and Universities

Unrestricted Operating Grants: $32,050.

Student Aid Grants: $21,485.

Departmental and Research Grants: $40,440.

Capital Grants: $219,000.

Employee Matching Gifts: $65,783. Employee gifts are matched by the company at a minimum of $10 and maximum of $2,000 to accredited colleges and universities, graduate and professional schools and private independent schools.

Indirect Grants: $30,500.

Support of Students

Undergraduate Scholarships: $58,720. Scholarship program for children of Crum and Forster and subsidiary companies' employees.

Support of Education-Related Organizations and Associations

$11,100.

Special Educational Support

$17,650.

Other

$574,966. Support of primary and secondary educational institutions $10,800; Crum and Forster also offers full-time employees 100 percent tuition reimbursement for approved courses of study—$564,166 (not included in grants total).

Materials available: Crum and Forster Scholarship Plan, Crum and Forster Matching-Gifts Plan, Educational Assistance Plan.

Dayton Hudson Corporation
Dayton Hudson Foundation

777 Nicollet Mall, Minneapolis, MN 55402 (612) 370-6554
Richard S. Contee, *President*

Total Educational Grants in 1981: $875,856

Purpose: The foundation strives to enhance the quality of life in Dayton Hudson communities through a vigorous program of grant making and program development made possible by annual support from the Dayton Hudson Corporation and the corporation's operating companies.

Significant Policies: The Dayton Hudson Foundation limits its consideration of support of higher education to those institutions within the city limits of Dayton Hudson Corporation operating company headquarters communities or to institutions where Dayton Hudson executives serve on the board.

Support of Colleges and Universities

Unrestricted Operating Grants: $10,000. Chinquapin School, Highland, TX—pre-collegiate.

Cost-of-Education Supplements: $23,000. University of Minnesota-HELP Center scholarships for disadvantaged women.

Departmental and Research Grants: $125,000. Drake University, Des Moines, IA. Fine arts community outreach.

Capital Grants: $630,000. Macalester College, St. Paul, MN—$280,000; University of Minnesota School of Business Administration—$350,000.

Indirect Grants: $14,000. United Negro College Fund.

Support of Education-Related Organizations and Associations

$63,456. Belwin Foundation, Minneapolis, MN (educational facilities at Afton, MN)—$1,500; Minnesota Council on Quality Education (conference support)—$500; Minneapolis Citizens Committee on Public Education (general support)—$2,000; Insight, Inc. Stillwater, MN (purchase reference materials)—$750; Literacy Councils—$58,706.

Other

$10,400. Minneapolis public schools special activities fund—$400; Minneapolis public schools long-range planning effort—$10,000.

Dayton Malleable Inc.
The Dayton Malleable Foundation

P.O. Box 98, Dayton, OH 45401 (513) 298-5251
L. W. Ladehoff, *Chairman, DMI*

Total Educational Grants in 1981: $21,007

Purpose: To provide educational advantages and opportunities by establishing and financing scholarships, endowments and awards at such colleges and universities in the areas where Dayton Malleable Inc. has facilities and as may be selected from time to time by the trustees.

Support of Colleges and Universities

Unrestricted Operating Grants: $5,350. University of Cincinnati–$600; Hillsdale College–$100; Wittenberg University–$200; Wright State University–$2,000; Buffalo Fine Arts Academy–$100; Stonehill College–$750; Milwaukee School of Engineering–$600; Northeast Louisiana University–$1,000.

Student Aid Grants: $2,200. Gadsden State Junior College–$1,000; Ohio State University–$1,000; Miami University–$200.

Cost-of-Education Supplements: $1,297. University of Cincinnati.

Capital Grants: $150. United Theological Seminary.

Employee Matching Gifts: $3,460. Wentworth Institute of Technology–$200; Clarke College–$50; Carnegie Mellon–$400; Hiram College–$60; Wright State University–$1,000; Princeton University–$200; University of Dayton–$1,550.

Indirect Grants: $8,550. Foundry Educational Foundation–$3,000; Foundation for Independent Colleges, Inc.–$1,000; Empire State Foundation for Independent Liberal Arts Colleges–$200; United Negro College Fund–$850; Ohio Foundation of Independent Colleges–$3,500.

Deere & Company
John Deere Foundation

John Deere Road, Moline, IL 61265 (309) 752-5030
John F. Coy, *Manager, Corporate Support Programs*

Total Educational Grants in 1981: $1,549,624

Purpose: To assist in the support of higher education through grants to selected colleges and universities located for the most part in geographical areas where Deere & Company has operating units.

Support of Colleges and Universities

Unrestricted Operating Grants: $77,649.

Student Aid Grants: $22,808.

Departmental and Research Grants: $144,804.

Capital Grants: *$286,300.*

Employee Matching Gifts: $574,790.

Indirect Grants: $116,688.

Support of Education-Related Organizations and Associations
$326,585.

Materials available: Annual report.

Deluxe Check Printers, Inc.
Deluxe Check Printers Foundation

P.O. Box 43399, St. Paul, MN 55164 (612) 483-7233
Donald W. Steinkraus, *Secretary-Administrator for Foundation*

Total Educational Grants in 1981: $543,107—Foundation
$ 34,962—Company

Purpose: To support higher education with primary emphasis on private or independent institutions in the states where our plants are located.

Significant Policies: Foundation does not make grants to individuals, or primary or secondary schools; and direct grants to individual institutions of higher education are made for capital purposes only.

Support of Colleges and Universities

Capital Grants: $220,200.

Employee Matching Gifts: $21,174. Gifts of $10–$100 are matched 2 to 1; gifts over $100 are matched 1 to 1 (up to $1,000).

Indirect Grants: $279,900.

Support of Students

Undergraduate Scholarships: $21,833.

Support of Education-Related Organizations and Associations

$34,962.

Other

$286,730. Tuition Refund Program. Cost not included in grants total.

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Digital Equipment Corporation

129 Parker Street, Maynard, MA 01754 (617) 493-2221
Nancy A. Dube, *Corporate Contributions Manager*

Total Educational Grants in 1981: $10,516,786

Purpose: The objectives of Digital's educational grants program include the encouragement of careers in engineering and computer science; an increase in computer literacy and career awareness among students and educators; and broadened access by women, minorities and the handicapped to careers in engineering, management and technology-related skills.

Significant Policies: The corporation provides grants of cash and equipment to college and university programs which emphasize engineering and computer science curricula. We also support two-year technical schools, local high school computer science and computer literacy programs and community training programs.

Support of Colleges and Universities

Student Aid Grants: $148,000. Digital has developed internal scholarship programs for women and minority students pursuing studies in engineering and computer science. Scholarships are also awarded through local short-term programs in computer literacy to dependents of Digital employees.

Departmental and Research Grants: $9,116,008. Direct cash and equipment grants are made to computer science and engineering programs at the college and university level.

Employee Matching Gifts: $189,000. Employee gifts to accredited schools, alumni funds and educational associations are matched by the corporation at a minimum of $10 and a maximum of $1,000, per institution, per employee, per calendar year.

Indirect Grants: $20,000. Grants to selected programs and funds which support educators and institutions such as the New England Colleges Fund and the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $90,000. Grants awarded through the NMSC for dependents of Digital employees. Scholarships are also awarded to graduating seniors from local high schools who are planning to continue their education within a degree-granting program.

Support of Education-Related Organizations and Associations

$90,000. Grants are made in support of local Junior Achievement programs, to the Joint Council on Economic Education, the Economic Education Council of Massachusetts, COGME, NACME, CFAE, Junior Engineering Technical Society, local Society of Women Engineers chapters within universities and colleges.

Other

$863,778. Equipment grants are made to local secondary schools in support of computer science and computer literacy programs.

Materials available: Corporate Contributions Annual Report, Matching-Gift Program flyer.

Dow Corning Corporation

2200 W. Salzburg Road, Midland, MI 48640
Alvin N. Hainline, *Manager, College Relations*

Total Educational Grants in 1981: $296,732

Purpose: Dow Corning Aid to Education program is designed to support both privately endowed and tax-supported institutions. The majority of support shall be directed to schools that have provided a source of employees, that provide educational opportunities for employees, and that are active in improving the opportunities for minorities.

Significant Policies: Corporate Contributions Policy.

Support of Colleges and Universities

Departmental and Research Grants: $101,563.

Employee Matching Gifts: $57,381.

Indirect Grants: $28,800. Michigan College Foundation—$1,800; UNCF—$1,000; PRIME—$2,000; DAPCEP—$2,000; TRI City SER—$3,000; Opportunities Industrialization—$3,000; National Action Council For Minority Engineers Inc.—$15,000; Carnegie Mellon Action Program—$1,000; SCORMEBE—$500.

Support of Students

Undergraduate Scholarships: $35,757. National Merit Scholarship—$23,080; National Achievement Scholarship—$12,677.

Graduate Fellowships: $33,144. Dow Corning Fellowships at various schools—$24,300; Dow Corning International Business Scholarship—$8,844.

Special Educational Support

$44,000. Economic education—$900; Atlanta University—$1,500; Brooklyn Polytechnic Institute—$1,500; Case Western Reserve University—$1,000; Dillard University—$1,000; Drexel University—$2,000; Georgia Tech Foundation—$3,000; Howard University—$9,600; Illinois Institute of Technology—$1,000; Kentucky State University—$500; Michigan Tech Fund—$1,000; Michigan Tech University Women in Engineering—$1,000; Morehouse College—$2,000; Northwestern University—$1,500; Pratt Institute—$1,500; Purdue University—$1,000; South Dakota School of Mines & Technology—$3,000; Spelman College—$1,500; Tougaloo College—$1,000; University of Detroit—$2,000; University of Wisconsin—$1,000; Washington University—$2,000; Wayne State University—$3,000.

Other

$108,259. Tuition refund (not included in total).

Dravo Corporation
Dravo Corporation and Subsidiaries Charitable Trust

One Oliver Plaza, Pittsburgh, PA 15222 (412) 566-3116
Carole A. Roxby, *Secretary, Contributions*

Total Educational Grants in 1981: $117,828

Purpose: Dravo support of educational institutions is restricted mainly to capital campaigns of accredited four-year degree institutions. It concentrates on those institutions from which it recruits and hires graduates.

Significant Policies: Dravo offers a Tuition Refund Plan which compensates eligible personnel for up to 100 percent of tuition and fees incurred in approved part-time, post-high school educational programs conducted after hours by accredited or state-approved schools. A new Matching Gifts Program for eligible employees was instituted in 1979 providing a 1-to-1 match of employees' contribution to accredited four-year degree institutions up to $1,000.

Support of Colleges and Universities

Unrestricted Operating Grants: $20,000. To four-year institutions, public and private.

Student Aid Grants: Five scholarships of $3,000 each year. Only employees' children are eligible; awards are made to college of their choice.

Departmental and Research Grants: $4,000. To University of Pittsburgh Graduate School of Business.

Capital Grants: $40,000. To 4-year institutions, public and private.

Employee Matching Gifts: $37,500.

Indirect Grants: Foundations for Independent Colleges of Pennsylvania, West Virginia and Louisiana; United Negro College Fund.

Support of Education-Related Organizations and Associations

Operating support to AIESEC; C-Map; College Placement Services; Council for Financial Aid to Education; NEED: National Fund.

Special Educational Support:

Pittsburgh Public Schools Partners in Education, Reading is Fundamental, School Volunteer Association of Pittsburgh, PA Council on Economic Education, National Center for State Courts.

Other

PA Council for Economic Education, National Center for State Courts.

Duke Power Company

422 South Church Street, Charlotte, NC 28242 (704) 373-4702
Douglas W. Booth, *President*

Total Educational Grants in 1981: $366,320

Purpose: To assist in selected instances.

Significant Policies: To be a good civic neighbor in any/every way possible considering the limitations on a regulated industry.

Support of Colleges and Universities

Cost-of-Education Supplements: Pre-Co-Op Program for minority engineering students.

Employee Matching Gifts: Company will match 1 to 1 gifts to institutions of higher learning up to $1,000 annually. An institution could receive $2,000 maximum under this system.

Indirect Grants: Substantial contributions to Foundations of Independent Colleges in North Carolina and South Carolina.

Support of Students

Undergraduate Scholarships: Inroads Program, direct through summer jobs and indirect through contributions to Inroads.

E. I. duPont de Nemours & Company

Wilmington, DE 19898 (302) 774-5025

William F. McDevit, *Vice Chairman and Executive Director, Committee on Educational Aid*

Total Educational Grants in 1981: $5,973,000*

Purpose: The primary intent is to help maintain the excellence of United States education and academic research in science, engineering and business management. Related objectives are to strengthen the institutions on which the company depends for trained manpower and new knowledge and to promote educational programs that increase the number and competence of minorities in science, engineering and business.

Significant Policies: Most grants are for discretionary use to supplement the normal budget of selected academic departments or programs. They are awarded at Du Pont initiative, not on application. Proposals for specific research projects or other special purposes are *not* solicited.

Support of Colleges and Universities

Student Aid Grants: Departmental and program grants may, at the option of the recipient, be used for student aid.

Departmental and Research Grants: $2,965,000. Science and engineering grants were made to 288 departments and programs at major universities. The main criterion for selection was quality of teaching and research, but size and relevance to Du Pont's research and recruiting interests were taken into account. An additional $440,000 was specifically designated to support research by young faculty. Another $252,000 was awarded to 36 primarily undergraduate colleges for use of departments having exceptional records for producing graduates who go on to advanced study in science or engineering. Grants for education and research in business and economics amounted to $134,000.

Support of Students

Graduate Fellowships: A small fellowship program was initiated to encourage graduate study in chemical engineering. Candidates are nominated by certain undergraduate departments. Other applications are not accepted.

Support of Education-Related Organizations and Associations

A contribution was made to the Council for Financial Aid to Education. Grants are normally made directly to the institutions that will use them and not through associations, professional societies or other third parties.

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*Du Pont and Conoco merged during 1981. The figures shown here apply only to Du Pont. The Du Pont and Conoco educational aid programs are coordinated but, at present, most grants are administered separately.

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Special Educational Support

Approximately $1,114,000. Allocated to prepare minorities for professional or management careers in industry. More than two-thirds went to programs to train minority engineers. Awards were also made to chemistry and business departments in predominantly minority colleges and universities and to special precollege programs.

Other

A few grants were made for secondary school science and economics instruction, principally in Delaware.

Eastman Kodak Company

343 State Street, Rochester, NY 14650 (716)724-3127

William L. Sutton, *Senior Vice President and Chairman, Financial Aid Committee*

Stanley C. Wright, *Secretary, Financial Aid Committee*

Total Educational Grants in 1981: $4,939,000

Purpose: Kodak's educational aid program is designed to give tangible recognition to the importance of a strong higher educational system to the company and to the country at large.

Kodak Scholars Program

. . . *to support excellence of schools, departments and students.* To support academic excellence at more than one level of educational need, Kodak developed the Kodak Scholars Program and named 69 public and private colleges and universities throughout the U.S. as participating schools.

The Kodak Scholars Program annually provides 75 percent of tuitions cost or $850, whichever is greater, to 560 students in selected studies beginning in the sophomore year and continuing until completion of requirements for a bachelor's degree. In addition, unrestricted supplemental grants of $300 to public and $1,000 to private schools for each Kodak scholar are made annually to the department in which each scholar is enrolled.

During the academic year 1981-82, 180 new students were named. Each participating school selects and announces Kodak scholars.

The 1981 expenditure for this program is in excess of $1 million.

Kodak Minority Academic Awards Program

. . . *to encourage scholastic potential.* The Kodak Minority Academic Awards Program seeks to identify scholastically proven minority students and encourage their fullest potential by providing scholarships in science, engineering and quantitative business studies at 27 public and private colleges and universities.

The program provides approximately 50 percent of tuition costs to 59 new students each year, beginning in the freshman year and continuing for three additional years or until the completion of the bachelor's degree, whichever comes first.

During the academic year 1981-82, each participating school selects and announces award recipients.

When fully implemented in 1984, the Kodak Minority Academic Awards Program will support 236 scholars each year at an annual cost in excess of $270,000.

Kodak Fellows Program

. . . *to encourage scientific inquiry.* The Kodak Fellows Program encourages the pursuit of educational excellence in engineering and science by providing grants to graduate students and grants to specific departments within selected schools.

The program provides full tuition and an annual stipend of $700 per month to ten graduate students each year, beginning in the second year of matriculation toward a doctoral degree and continuing for an additional two years or until completion of requirements for a doctoral degree, totaling no more than three years of Kodak support. In addition, this program provides unrestricted supplemental grants of $2,000 annually to the department in which each fellow is enrolled.

During the academic year 1981-82, ten new participating schools selected and announced Kodak fellows.

When fully implemented in 1983, the company will support 30 Kodak fellows at 30 selected schools at an annual cost of $450,000.

Kodak Teaching Incentive Grants

. . . to support teaching needs. The Kodak Teaching Incentive Grants are designed to encourage outstanding doctoral graduates to pursue engineering and scientific careers in teaching and research.

The program provides financial support for a five-year period at specific departments within selected schools for graduates who receive faculty appointment within three years of completion of a doctoral degree. A grant of $10,000 is awarded in the first year and in successive years the amount is reduced $2,000 per year until in the fifth year the total grant is $2,000. These grants are awarded to department chairs and may be used for direct expenses related to support of the new faculty member. In addition, this program provides unrestricted supplemental grants of $2,000 annually to the department in which the new faculty member is teaching.

When fully implemented in 1986, the company will provide Kodak Teaching Incentive Grant support to 25 new faculty members at 25 selected schools at an annual cost of $200,000.

Kodak Educational Grants

. . . in appreciation of able performance and to support undergraduate scholarships or to fund designated projects. Kodak awards educational grants each year in recognition of the contributions made on a continuing basis by a number of privately and publicly supported institutions of higher learning and their graduates.

This year Kodak educational grants totaling $628,300 are awarded to 124 institutions of higher learning.

Departments at recipient schools are asked to use the grant dollars to support Kodak Undergraduate Scholarships or to fund an institution's needs.

This grant program extends to two-year colleges that award the AAS degree and to two-year degree programs within the framework of a four-year college.

Emerson Electric Co.

8000 W. Florissant, P.O. Box 4100, St. Louis, MO 63136 (314) 553-3614
Robert B. Crane, *Director of Corporate Affairs*

Total Educational Grants in 1981: $851,674

Purpose: Emerson Electric Co. has always been interested in the welfare of the nation's educational system and has supported education with contributions.

Significant Policies: The company and the trust fund provide institutional support, primarily for higher education, in geographic areas where our plants are located, where significant recruiting sources are available and where special programs and research are conducted, which are relevant to our industry; support economic education programs and programs which expand educational opportunities for disadvantaged and minority students; Matching Gifts Program for Education.

Support of Colleges and Universities

Unrestricted Operating Grants: $232,359. Grants to two and four-year public and private colleges and universities made in the form of cash contributions and/or equipment.

Student Aid Grants: $1,000. Central University of Iowa.

Departmental and Research Grants: $46,000. Center for the Study of American Business, Washington University—$3,000; University of Southern California, Institute for Marine and Coastal Studies—$5,000; University of Southern California, College of Engineering (Industrial Associates Program) —$10,000; University of Kentucky, Maysville Community College (Nursing Program)—$5,000; Cornell University (Named Professorship)—$5,000; University of Missouri-Columbia (Emerson-Chance Professorship at College of Engineering)—$3,000; University of Missouri-Rolla (Named Professorship at School of Engineering)—$15,000.

Capital Grants: $153,373.

Employee Matching Gifts: $29,175. Matching 1 to 1 gifts from a minimum of $25 to a maximum of $5,000, per guidelines of the Emerson Electric Co. Matching Gifts Program.

Indirect Grants: $30,050. State associations of independent colleges and universities—$24,200; UNCF—$5,850.

Support of Students

Undergraduate Scholarships: $62,800. Emerson Electric Co. Scholarship Plan (award 25 four-year scholarships each year to children of Emerson Electric Co. employees)—$58,800; Mark Twain Summer Institute—$3,000; NEED—$1,000.

Support of Education-Related Organizations and Associations

$45,148. Missouri Chamber of Commerce Education Foundation—$17,398; Foundry Educational Foundation—$4,000; American Security Council Education Foundation—$20,000; CFAE—$1,250; Fund for Higher Education in Israel—$2,500.

Special Educational Support

$62,935. Support of Junior Achievement and other economic education programs—$47,900; support of citizenship education—$1,250; Coro Foundation—$6,900; Close Up Foundation—$2,985; Foundation for Student Communication—$2,900; University for Young Americans—$1,000.

Other

$76,011. Grants in support of secondary education (including INROADS) and/or high school students—$72,011; AIESEC-U.S.—$500; JETS, Inc.—$500; AFS. International/Intercultural Programs—$2,000; Advanced Management Institute—$1,000.

Equitable Life Assurance Society of the United States

1285 Avenue of the Americas, New York, NY 10019 (212) 554-1057
William P. Epke, *Director, Corporate Support Programs*

Total Educational Grants in 1981: $1,239,058

Purpose: The economic, political and cultural welfare of the United States depends upon a system of education which will develop a people capable of understanding and solving the increasingly complex problems of the times. We believe that it is the responsibility of The Equitable to support educational organizations because business shares in the opportunities and obligations of citizenship and the company is the recipient of the benefits of education.

Support of Colleges and Universities

Unrestricted Operating Grants: $313,555. Grants to 200 private four-year accredited colleges and universities—$233,000. Grants to eight minority colleges participating in Equitable's Minority College Liaison Program—$80,555.

Departmental and Research Grants: $36,000. Howard University Minority Actuarial Training Program—$35,000; Pension Research Council—$1,000.

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Capital Grants: $120,000. United Negro College Fund Capital Resources Campaign—$100,000; American College—$20,000.

Employee Matching Gifts: $421,503. Institutions of private higher education only. Matching eligibility now extended to all educational organizations except private secondary schools.

Indirect Grants: $100,000. Grant to the United Negro College Fund for distribution to member colleges.

Support of Students

Undergraduate Scholarships: $105,000. National Merit and Achievement Scholarships—$96,000; National Hispanic Scholarship Fund—$9,000.

Graduate Fellowships: $50,000. National Medical Fellowships—$40,000; Insurance Medical Scientist Scholarship Fund—$10,000.

Support of Education-Related Organizations and Associations

$67,000. Grants to six higher education service organizations—$30,000; school volunteer programs—$37,000.

Other

$26,000. S.S. Huebner Foundation—$16,000; Insurance Society of New York, College of Insurance—$10,000. The Equitable does have a tuition refund plan for employees and participates in the United Student Aid Fund program.

Esmark, Inc.
Esmark, Inc. Foundation

55 East Monroe Street, Chicago, IL 60603 (312) 431-3680
Lizabeth G. Sode, *Manager, Corporate Affairs*

Total Educational Grants in 1981: $323,057

Significant Policies: Gifts restricted to private colleges and universities in the Chicago metropolitan area except through Employee Gift-Matching Program.

Support of Colleges and Universities

Unrestricted Operating Grants: $124,750. To 19 private institutions including 19 four-year institutions, with 16 in metropolitan Chicago.

Departmental and Research Grants: $23,750. To four private institutions, three public; seven four-year institutions. Departments of Business, Food Management, Health Sciences.

Employee Matching Gifts: $48,486.

Indirect Grants: $10,600. United Negro College Fund; also capital development fund.

Support of Students

Undergraduate Scholarships: $61,571. Jonathan Baldwin Turner Agricultural Scholarship—University of Illinois, LULAC National Educational Service Centers, Inc., National Hispanic Scholarship Fund, National Merit Scholarship Corporation, Youth for Understanding.

Graduate Fellowships: $9,000. American Association of University Women Educational Foundation, Consortium for Graduate Study in Management, National Medical Fellowships, Woodrow Wilson Fellowship Foundation.

Support of Education-Related Organizations and Associations

$9,500. Association of University Programs in Health Administration, Council for Basic Education, Council for Opportunity in Graduate Management Education, Council for Financial Aid to Education, Institute of International Education.

Special Educational Support

$23,400. Alternative Educational Foundation, Inc., American Humanics, Center for International Management Studies, Erikson Institute for Early Education, Foundation for Student Communication, Illinois Science Lecture Association, National Institute for Work and Learning, World Press Institute, Washington Center for Learning Alternatives.

Other

$12,000. Chicago Horticultural Society, National Alliance of Business, Pace Institute, WTTW-Chicago Public Television.

Materials available: Esmark Foundation Guidelines.

Ethyl Corporation

P.O. Box 2189, Richmond, VA 23217 (804) 788-5617
Charles H. Zeanah, *Director, Corporate Community Relations*

Total Educational Grants in 1981: $695,554

Purpose: 1. To bear a share of the cost of higher education; 2. To promote goodwill in university departments from which we must hire employees; 3. To reward universities that have a significant role in the development of employees and their families.

Significant Policies: Ethyl Aid-to-Education program: Direct grants to undergraduate departments, matching-gifts program, Ethyl merit scholarships and achievement scholarships.

Support of Colleges and Universities

Unrestricted Operating Grants: $35,750. To fourteen four-year colleges and universities.

Cost-of-Education Supplements: $1,150.

Departmental and Research Grants: $104,900. 40 grants to undergraduate departments in public and private four-year colleges and universities.

Capital Grants: $375,000. To six four-year colleges and universities.

Employee Matching Gifts: $42,199. To accredited colleges and universities.

Support of Students

Undergraduate Scholarships: $39,750. Ethyl Merit Scholarships (NMSC), Ethyl Achievement Scholarships (NMSC).

Support of Education-Related Organizations and Associations

$61,280. Operating grants to Independent College Fund in Virginia, Louisiana, Georgia, and Tennessee; Council on Economic Education in Virginia, Louisiana, Arkansas; College Fund in Virginia and Arkansas; United Negro College Fund, Council for Financial Aid to Education, College Placement Foundation, Joint Council on Economic Education, Foundation for Teaching Economics, Minority Engineering Education, Council for Advancement of Small Colleges, National Fund for Medical Education.

Special Educational Support

$35,000. Special memorial gifts to LSU Foundation and the University of Virginia.

Other

Employee tuition refund (not included in grants total); support to secondary schools.

Exxon Education Foundation

111 West 49 Street, New York, NY 10020 (212) 398-2273
Robert L. Payton, *President*

Total Educational Grants in 1981: $21,644,002

Purpose: The mission of the Exxon Education Foundation is to support improvements in the quality of education. For the most part, that purpose is realized by grants to institutions of higher learning.

Significant Policies: Grants are not ordinarily made to: (1) support the adoption of established educational or administrative methods or materials; (2) provide funds for capital purposes (equipment, buildings, or endowment); (3) support institutional scholarship funds; (4) fund those standard course or curriculum development activities normally covered by institutional budgets. (This does not include special course or curriculum development efforts that would involve unusual expenditures for the institution.) Under grant programs open to application, the Foundation does not usually provide operating funds for existing programs. The Foundation makes no grants to individuals.

Curriculum and Teaching

$7,686,499. The Curriculum and Teaching category encompasses grants for the improvement of instructional methodology and content, for evaluation and dissemination, and for scholarly research and exchange. The Foundation is especially interested in educational programs that cross traditional lines between disciplines, professions, and institutions and in projects that foster interaction between humanists and social scientists and representatives of scientific, technical, and professional fields. Priority is given to projects that involve re-examination of basic educational purposes, programs, and requirements, and to efforts to introduce consideration of values issues into graduate and professional training. Projects that reflect a concern for the international dimension of education and the need for heightened awareness of global issues are also given preference. Additional special emphasis is placed on projects addressing the needs of engineering and business education.

Principal recipients of grants are higher educational institutions and organizations serving higher education. Some grants are made at the precollege level, primarily to advance the application of television and other cost-effective technologies to the instructional process and to foster replication, at the classroom level, of exemplary teaching programs. Grants at the precollege level are made only to educational organizations and not to individual schools or school systems.

Higher Education Management

$945,687. Grants in this category are made to foster improved allocation and use of resources among and within educational institutions and systems, improved understanding of the economic forces affecting educational services and institutions, and improved institutional responses to economic change. Typical grants support research in such areas as economic trends and fiscal policies, faculty and administrative personnel development, and development of institutional management capabilities. Higher education management grants are made to both educational institutions and educational organizations.

Research and Training

$5,305,750. Research and training grants provide support, some of it on a sustained basis, to university departments and schools that are particularly successful in undertaking research and in training students in important scientific, technological, and business fields. Increasing minority access to the business and engineering professions is an important focus of the program.

Key Institutions and Organizations

$1,276,262. Grants in this category support higher educational entities that provide important services to or exercise leadership roles within the educational system.

Incentive Program for Individual Aid to Education

$6,429,804. The Incentive Program matches the personal contributions of employees and annuitants of Exxon Corporation and its consolidated affiliates to institutions of higher learning in the amount of $3 for each $1. The Foundation will match up to a total of $5,000 per individual per calendar year.

Special Educational Support

In recognition of the 100th anniversary of Exxon Corporation, the Exxon Education Foundation awarded engineering education grants totaling $16.8 million in 1981 under a special one-time program. Payments on the grants will begin in 1982. The program includes 100 Faculty Assistance Awards of $100,000 each and 100 Teaching Fellowship Awards of $50,000 each to departments of engineering and related sciences at 66 institutions, and 6 grants of $300,000 each to the schools of engineering at traditionally black institutions. Departments designated for Faculty Assistance Awards will receive $20,000 a year for five years to supplement the salaries of junior, untenured faculty members. Departments designated for Teaching Fellowship Awards will offer a three-year doctoral fellowship to a student who intends to pursue a college teaching career. The grants to traditionally black institutions will provide each of the six schools of engineering with $100,000 a year for three years to underwrite faculty development activities.

Materials available: 1981 Annual Report; "Exxon Education Foundation: An Introduction and Guide to Application."

FMC Corporation
FMC Foundation

200 East Randolph Drive, Chicago IL 60601 (312) 861-6102
Edward A. Kolodziej, *Executive Director*

Total Educational Grants in 1981: $891,098

Purpose: FMC Corporation and FMC Foundation support for education conforms with the company's general philanthropic objectives: to assist those organizations and institutions that effectively strive to improve the environment in which FMC employees live and work and FMC does business.

Significant Policies: FMC directs the major portion of its educational support to both public and private colleges and universities that supply its manpower needs and conduct research germane to the company's business. Additional grants include support for minority programs in fields relevant to the company's businesses; local higher education institutions that help FMC employees continue their education and upgrade their job skills; and institutions that evidence a free enterprise philosophy and/or are involved in meaningful economic education. FMC does not make grants directly to individuals or to institutions below the college level. On a limited scale, we consider grants to regional associations of independent colleges and some specialized precollegiate level programs as described below.

Support of Colleges and Universities

Unrestricted Operating Grants: $307,130. To private and public institutions of higher education that supply our manpower needs and conduct research relevant to the company's businesses—$305,630. Primarily to engineering departments and colleges and graduate business schools; also to schools of pharmacy and local institutions where FMC has facilities. Institution-affiliated student professional associations—$1,500.

Employee Matching Gifts: $110,916. The FMC plan matches 1 to 1 all full-time employee contributions of $25 to $3,000 per employee, per year to any accredited institution of higher education and to associations of colleges and universities in the United States.

Support of Students

Undergraduate Scholarships: $68,091. For sons and daughters of FMC employees—$41,029; international exchange scholarships for sons and daughters of FMC employees—$27,072.

Support of Education-Related Organizations and Associations

$362,466. Libraries, museums, etc.—$39,200; research institutes, public education and broadcasting—$171,300; community youth organizations including boys' clubs, Y's, Future Farmers of America, etc.—$58,066; organizations committed to educational development and opportunities for minorities—$84,150; CFAE, and American Society for Engineering Education—$9,750.

Special Educational Support

$42,485. Economic education, including Joint Council on Economic Education, local and national Junior Achievement organizations, etc.

Other

Employee tuition refund.

Materials available: FMC Foundation Philosophy and Guidelines.

Fireman's Fund Insurance Companies

Fireman's Fund Insurance Company Foundation

3333 California Street, San Francisco, CA 94108 (415) 929-2223
J. Ann McLaury, *Director*

Total Educational Grants in 1981: $581,062

Purpose: The foundation makes grants to educational programs and institutions to promote standards of educational excellence and maintain employment resources. It actively seeks educational programs which encourage research and academic growth in specialities relevant to the insurance industry.

Support of Colleges and Universities

Unrestricted Operating Grants: $22,375. College of Marin Foundation, public, two-year—$1,000; Harvey Mudd College, private, four-year—$5,000; Howard University, private, four-year—$5,000; San Francisco Conservatory of Music, private—$3,375; University of San Francisco, private, four-year—$5,000; San Francisco Art Institute, private—$3,000.

Student Aid Grants: $22,000. Dominican College, private, four-year—$10,000; Howard University, private, four-year—$12,000.

Departmental and Research Grants: $206,000. Stanford Graduate School of Business—$200,000; University of San Francisco—$6,000.

Capital Grants: $45,000. Cogswell College—$5,000; College of Insurance, Los Angeles—$5,000; College of Insurance, New York—$25,000; University of San Francisco—$5,000; Bay Area Urban League—$5,000.

Employee Matching Gifts: $157,409. To 362 organizations.

Support of Students

Undergraduate Scholarships: $99,728. Citizens Scholarship Foundation—$48,188; Coro Foundation—$5,000; Stanford Graduate School of Business/Finance—$10,000; Youth for Understanding—$36,540.

Support of Education-Related Organizations and Associations

$15,500. AIESEC, Berkeley—$1,000; Alumnae Resources—$1,500; ARCS Foundation—$2,000; Bay Area Science Fair—$500; Ireland Fund—$1,000; San Francisco Education Fund—$5,000; San Francisco Volunteers, CAPS—$2,500; National Energy Foundation—$2,000. Each organization has its own individual purpose. Our grants were all general support.

Special Educational Support

$13,050. Economic education—Foundation for Teaching Economics—$2,000; Industry Education Council—$2,000; Invest in America—$1,200; Junior Achievement—$6,000; Junior Achievement, Project Business—$1,850.

The Firestone Tire & Rubber Company
Firestone Trust Fund

1200 Firestone Parkway, Akron, OH 44317 (216) 379-6362
John H. Zimmerman, *Vice President*

Total Educational Grants in 1981: $583,102*

Purpose: The aid-to-education programs of the Firestone Tire & Rubber Company and the Firestone Trust Fund are for the purpose of promoting higher education among the citizenry of this country.

Significant Policies: The company and the trust fund provide direct institutional assistance to colleges and universities, local secondary schools, and state associations of independent colleges. Support is primarily to institutions in geographic locations where Firestone has manufacturing facilities, with special emphasis on aid to privately financed institutions.

Support of Colleges and Universities

Unrestricted Operating Grants: $31,166. Three grants to graduate schools—$15,500; direct grants to secondary schools in plant cities—$10,000; other grants to additional institutions—$5,666.

Student Aid Grants: $343,392*. Scholarship program for sons and daughters of Firestone employees—$330,000*; University of Akron Associates Program—$12,000; other programs—$1,392.

Departmental and Research Grants: $194,000*. Research fellowships, consultantships, seminars and research support.

Capital Grants: $12,000. Support of library building program.

Employee Matching Gifts: $251,095. Employee gifts are matched by company at a minimum of $50 and a maximum of $5,000 to accredited colleges and universities or secondary schools in the United States.

Indirect Grants: $102,500. Grants to associations of independent colleges, United Negro College Fund, etc.

Support of Education-Related Organizations and Associations

$113,016. Special programs of support of Future Farmers of America—$14,000; National 4-H Council—$98,016; Council for Financial Aid to Education—$1,000.

Special Educational Support

$38,420. Firestone Mini-Computer Center program.

*Not included in grants total: scholarships to sons and daughters of Firestone employees—$330,000; employee tuition refunds—$209,423; and research fellowships, consultantships, seminars and research support—$194,000; these expenditures must be considered as ordinary and necessary business expenses rather than as charitable contributions.

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Other

$12,423. Grant to college for economic education workshop—$250; non-cash gifts to schools and universities—$11,923.

Materials available: Brochure: A Report on Corporate Citizenship.

First Bank System, Inc.
First Bank System Foundation

Box 522, Minneapolis, MN 55480 (612) 370-5176
Lloyd L. Brandt, *Vice President, Public Affairs*

Total Educational Grants in 1981: $650,332 (foundation only)

Purpose: Because continuing support and improvement of the educational system are vital to community betterment, grants to educational institutions and programs represent one of the largest areas of giving within First Bank System.

Significant Policies: Direct grants to colleges and universities are generally limited to degree-granting institutions. First priority is given to those institutions located in the upper midwest. Grants are made for both operational and capital funding.

Support of Colleges and Universities

Unrestricted Operating Grants: $41,700. To ten private colleges; four public.

Departmental and Research Grants: University of Minnesota–Banking Chair.

Capital Grants: $362,071. Capital to 14 private colleges, three public universities. First Bank System does not participate in endowment drives.

Employee Matching Gifts: Provides for matching employee gifts 1 to 1 of $10 to $1,000 during a calendar year to any accredited, degree-granting private or public college or university in the United States. Secondary or preparatory schools are not included.

Support of Education-Related Organizations and Associations

$246,561. Educational associations–national and regional–$114,650; education-related organizations–$131,911.

Special Educational Support

Beginning in 1979, First Bank System has provided $100,000 per year in educational awards to qualifying upper midwest college students–$75,000; and to qualifying employees' children–$25,000. The program is independently administered by the Citizens Scholarship Foundation of America, Inc.

Materials available: Annual report for grants program, brochures describing matching gifts and scholarship programs.

First National Bank & Trust Co. of Oklahoma City
First National Foundation

P.O. Box 25189, Oklahoma City, OK 73125 (405) 272-4000
R. Drake Keith, *Executive Vice President*

Total Educational Grants in 1981: $70,000

Purpose: In partial fulfillment of its civic responsibilities, The First National Bank and Trust Company of Oklahoma City is committed to the improvement and enhancement of the educational system in Oklahoma City and the State of Oklahoma.

Support of Colleges and Universities

Unrestricted Operating Grants: $48,800. Private four-year—$40,000; public four-year—$5,800; private high school—$3,000.

Capital Grants: $12,000. Chair in Banking (public, four-year)—$10,000; Learning Center (private, four-year)—$2,000.

Support of Students

Undergraduate Scholarships: $5,000. Five $1,000 scholarships given each year to qualified minority applicants pursuing business-related degrees at an accredited institution of higher learning within Oklahoma.

Support of Education-Related Organizations and Associations

$2,000. Youth Citizenship Seminar—$1,000; National Education Program—$1,000.

Special Educational Support

In conjunction with scholarships recipients are offered summer positions within First National Bank between their junior and senior years.

Other

$7,200. Miscellaneous (e.g. band trips, football tickets, etc.).

Ford Motor Company
Ford Motor Company Fund

The American Road, Dearborn, MI 48121 (313) 322-8711
Leo J. Brennan, Jr., *Executive Director*

Total Educational Grants in 1981: $4,950,757

Purpose: The fund's overall objectives in its educational support programs are to support research and technology and to provide an interchange of technical information. The fund supports both public and private institutions in which it has specific interests in their programs and research.

Support of Colleges and Universities

Unrestricted Operating Grants: $1,656,288. To private and tax-supported schools of higher education.

Departmental and Research Grants: $670,000. For technical education and basic research.

Capital Grants: $1,213,450.

Employee Matching Gifts: $1,054,994. Under the Ford Fund Educational AID Program, fund contributions are made to eligible colleges and universities on a matching basis of $1 for each $1 contributed by an eligible Ford employee to such institutions up to a maximum of $5,000 in any calendar year. Matching for secondary schools has been suspended.

Indirect Grants: $258,200. The fund contributed to the United Negro College Fund, state and regional associations, American Association of Community and Junior Colleges.

Foremost-McKesson, Inc.
Foremost-McKesson Foundation, Inc.

One Post Street, San Francisco, CA 94104 (415) 983-8673
Marcia M. Argyris, *President, Foremost-McKesson Foundation*

Total Educational Grants in 1981: $222,578

Purpose: To support: 1) special projects in the Bay Area which will improve the educational process especially in the public school system, 2) institutions of higher learning identified by our employees and 3) programs which will encourage and assist minorities to enter business.

Significant Policies: 1) Educational Matching-Gifts Program for Employees (match up to $500), 2) Student Loan Program (in cooperation with United Student Aid Funds), 3) National Merit Scholarship Program (20 four-year scholarships awarded each year to employees' dependents), 4) Youth for Understanding (five summer scholarships awarded each year to employees' dependents).

Support of Colleges and Universities

Unrestricted Operating Grants: $10,000. Stanford Graduate School of Business Affiliate Program—$5,000; University of California/Berkeley Business Associates Program—$5,000.

Employee Matching Gifts: $41,000. Match is on a 1-to-1 basis up to $500 per college, per employee, per year.

Indirect Grants: $24,500. National Medical Fellowships—$5,000; Mexican-American Legal Defense and Education Project—$7,500; United Negro College Fund—$3,000; University of California/Professional Development Program—$5,000; National Hispanic Scholarship Fund—$2,000; Kennedy-King Memorial College Scholarship Fund—$2,000.

Support of Students

Undergraduate Scholarships: $50,628. National Merit Scholarship Corporation.

Graduate Fellowships: $20,000. Institute of Food Technologists.

Support of Education-Related Organizations and Associations

$5,500. Council for Financial Aid to Education—$1,500 (general support); Joint Council on Economic Education—$1,500 (general support); California Coalition for Fair School Finance—$2,500 (general support).

Special Educational Support

$65,450. San Francisco Education Fund, to sponsor counseling center—$15,000; San Francisco School Volunteers, brochure on schools—$14,500; Foundation for Student Communication, college student conference program—$3,200; Foundation for Teaching Economics, junior high textbook development—$3,000; Marin Ecological Institute, classes for children on the environment—$5,000; Close-Up, high school students study in Washington, D.C.—$5,000; Crossroads Community, learning resource center for children—$2,500; Alvarado Art Workshop, art workshop for children—$11,000; Sunset Community Education Center, classes for community members—$3,500; Temescal High School, purchase of computer to assist nonprofit agencies—$2,750.

Materials available: Foundation Annual Report, brochure on educational programs for employees' children.

Freeport-McMoRan Inc.

200 Park Avenue, New York, NY 10166 (212) 578-9358
Carmen P. Nelson, *Manager of Information Services*

Total Educational Grants in 1981: $520,902

Purpose: Recognizing that an educated society benefits all citizens, Freeport-McMoRan, through its matching gifts and contributions program, endeavors to provide educational institutions with resources which will aid them in their pursuit of excellence.

Significant Policies: Contributions provide unrestricted support to a limited number of colleges and universities that either (a) have strong programs in academic fields of interest to the corporation, (b) are likely sources of personnel, (c) are located near major company plants / facilities or (d) are women's colleges that presently do not receive proportionate support from the company's Matching-Gifts Program.

Support of Colleges and Universities

Unrestricted Operating Grants: $112,500. To 24 four-year private and public institutions including $40,000 to six four-year women's colleges.

Departmental and Research Grants: $21,000. Louisiana State University-Titled Lectureship in Chemical Engineering; Becnel Chair in School of Agriculture, and Louisiana Tech Agronomy Department.

Employee Matching Gifts: $305,000. FMI will match 1 to 1 contributions from full-time employees, directors and retirees; will double match up to a maximum of $500. Program was established to encourage employees to join the company in supporting educational, cultural and hospital type institutions.

Indirect Grants: $55,000. United Negro College Fund, Empire State Foundation of Liberal Arts Colleges, Louisiana Independent College Fund, Louisiana Universities Marine Consortium, Louisiana Academy of Science and Southern University Foundation.

Support of Students

Undergraduate Scholarships: $231,765. Sons and daughters of the company's employees selected by independent committee of the Educational Testing Service—$211,765; National Achievement Scholarship Program and Inner-City Scholarship Fund—$20,000.

Support of Education-Related Organizations and Associations

$32,050. Joint Council on Economic Education, Louisiana Council on Economic Education, College Placement Services, Council for Financial Aid to Education, Aspira of New York, Literacy Volunteers of New York City, New York City School Volunteer Program, Public Education Association, National Fund for Minority Engineering Students, Woodrow Wilson National Fellowship Foundation, and National Association of Independent Schools.

Special Educational Support

$31,500. Georgia Tech Corporate Liaison Program—$20,000; Society of Economic Geologists, Junior Achievement, and Mineral Industry Education Foundation—$11,500.

Materials available: Description of Matching-Gifts Program.

H. B. Fuller Company

2400 Kasota Avenue, St. Paul, MN 55108 (612) 645-3401
Lars Carlson, *Director of Community Affairs*

Total Educational Grants in 1981: $90,668

Purpose: To provide financial support to a variety of community service organizations with personnel and financial backing.

Significant Policies: No grants to individual colleges; Matching Gift Program—minimum gift matched—$25, maximum gift matched—$1,000 per employee per year; no capital; no endowments.

Support of Colleges and Universities

Student Aid Grants: $37,497.

Departmental and Research Grants: $20,000. University of Minnesota Business and Technology Partnership Program.

Employee Matching Gifts: $20,871.

Indirect Grants: $2,500. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $1,000. Citizens Scholarship Foundation.

Special Educational Support

$8,800. Close-Up—$2,200; Junior Achievement of St. Paul—$1,500; Minnesota Outward Bound School—$3,600 Urban Concerns Workshop—$1,500.

Materials available: Community Affairs Annual Report.

GTE Corporation
GTE Foundation

One Stamford Forum, Stamford, CT 06904 (203) 965-2000
Ann C. Robin, *Secretary, GTE Foundation*
Nancy W. McCabe, *Education Support Programs*

Total Educational Grants in 1981: $2,153,000
Parent Company Grants: $865,000
Operating Company Grants: $1,288,000

Purpose: To further the goals and objectives of the domestic GTE companies and meet the corporate citizenship responsibility of the parent company and its domestic subsidiaries by aiding organizations and institutions whose activities are beneficial to the well-being of the country.

Significant Policies: Contributions to institutions of higher education are made both by subsidiary companies and by the parent company. Each subsidiary responds to requests from within their operating community or territory, while the parent company considers institutions that are national in scope and significance. Support to public institutions is limited to student aid.

Parent Company Support of Colleges and Universities

Ongoing graduate fellowship support to schools of special recruiting interest to the corporation in the areas of engineering, business administration, and computer science. Awards range from $7,000 to $10,000 each in 1982. These schools are identified by GTE's College Relations Department.

GTE FOCUS Awards ($25,000 each) are made to outstanding private colleges in response to proposals solicited by the company in selected areas of concern. The first competition addresses the "Recruitment and Retention of Quality Faculty in Mathematics, Science, Engineering, and Business Administration."

Numerous grants are made to nationally significant institutions for student aid, current operations, capital projects, and program support. The institutions selected are directly related to GTE's business interests and national operations. Grant amounts depend on the project and the institution. Total in 1982: $250,000.

Limited support of regional, state, or specialized groups of private institutions. Also support for selected organizations active in engineering, scientific and business education (e.g., NACME, AACSB, Consortium for Graduate Study in Management and others). Total in 1982: $155,000.

Operating Company Support of Colleges and Universities

Each of the 27 GTE subsidiary companies makes grants to local colleges and universities based on operating community needs, recruiting needs or special relationships in fields of business activity. Consideration is given to the quality of the academic program and the institution's reputation for financial health and sound management.

Employee Matching Gifts:
Total in 1981: $540,000. Beginning July 1, 1982 employee gifts (minimum $25, maximum total, $5,000) will be matched 3 to 1 on a total of $200 and 2 to 1 on the balance to the maximum total per year. Public and private colleges and universities and private secondary schools are eligible.

Support of Students

Beginning in 1983, the GTE Corporation will make scholarship awards to all children of employees who qualify as National Merit Finalists. Also, a comprehensive program of scholarships for employees' children, administered by the College Scholarship Service will be offered by all subsidiary companies. Estimated total in 1983: $200,000 for 100 awards.

General Electric Company
General Electric Foundation

Fairfield, CT 06431 (203) 373-3215

William A. Orme, *Manager—Corporate Support and Educational Relations; Secretary, General Electric Foundation*

Total Educational Grants in 1981: $7,828,130

Purpose: The objectives of the educational support program are to 1) help provide suitable educational and training opportunities with equal access for all to assure an appropriate supply of qualified people continually available to meet the broad needs of society, 2) help improve the economic, social and political environment necessary to nourish our free society and its competitive enterprise economy and 3) encourage the development and dissemination of new knowledge that will benefit society at large.

Significant Policies: We do not make grants to individuals. Endowment and capital grants are not customary. There is no formal procedure in applying for grants. The General Electric Foundation's ability to support unsolicited requests is extremely limited.

Educational Support

1) to increase the number of qualified professional minorities in engineering and business administration; 2) to stimulate and support scientific research programs at colleges and universities; 3) to support strong or potentially strong undergraduate departments of science, engineering and business; 4) to provide for increased attention and needed objective research to help place in perspective the increasingly complex challenges facing society; 5) to support summer institutes and local career education programs; 6) to encourage scholarly, objective research, teaching and publication in the broad area of business relationships; to encourage graduate study and research in departments of particular interest to industry and society.

In 1980, the foundation initiated a program to provide selected departments, each for three successive years, the resources to award a fully-funded academic year fellowship to a first-year doctoral student in physical science, engineering or computer science.

Scholarship programs for minority engineering students are administered by The College Board and the National Action Council for Minorities in Engineering, the National Hispanic Scholarship Fund provides scholarships for graduate and undergraduate students of Hispanic American background, and scholarships for women engineering students are administered by the Society of Women Engineers.

The foundation also supports international programs operated in the United States and sponsors the Langmuir Award of the American Physical Society and the American Chemical Society, and the G.L. Phillippe Awards Program for Distinguished Public Service.

Employee Matching Gifts: Commitments under this program for 1981 totaled $1,378,975 by eligible General Electric employees, directors and retirees to qualified colleges and universities. Individual employee contributions of at least $15 and up to $5,000 may be matched. The institution maximum is $40,000.

Materials available: Reports for the 1981 Corporate Alumnus Program and General Electric Foundation.

General Foods Corporation
The General Foods Fund, Inc.

250 North Street, White Plains, NY 10625 (914) 335-2400
David M. Brush, *President, The General Foods Fund, Inc.*

Total Educational Grants in 1981: $1,583,480—Fund
$ 132,100—
Corporation (U.S. only)

Purpose: We believe we must demonstrate responsible corporate citizenship by our active, knowledgeable participation in local, state and national affairs. We do this to contribute to the continued strength of a free society and the promise of a better living which it holds." From GF's Mission, Creed and Basic Policies.

Significant Policies: 1. Education in Nutrition and Food Sciences: Contributions will be directed to five principal areas:
—training of future health professionals
—continuing education of practicing health professionals
—graduate fellowships in nutrition and the food sciences
—nutrition training for primary and secondary school educators
—public information about food and nutrition

2. Higher Education:
Colleges and Universities: Restricted grants for well-defined academic programs in areas of specific relevance to GF's businesses or needs, including, for example, marketing, finance, engineering, and management development, will be made to qualified colleges and universities.

Unrestricted grants will generally be limited to state and regional associations of colleges and universities in those areas where GF has a significant presence.

National Educational Organizations and Programs: Selected national programs designed to support the advancement and improvement of education and to broaden educational opportunities generally.

Education in Nutrition and Food Sciences

Direct Grants: $623,000.

Graduate Fellowships in Nutrition Education: $60,000.

Graduate Fellowships in Food Sciences: $18,000.

Higher Education

Direct Grants: $193,200.

Employee Matching Gifts: $279,300 (including $51,200 to secondary schools).

Indirect Grants: $200,000. State and regional associations—$100,000; United Negro College Fund—$100,000.

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Support of Students

Undergraduate Scholarships: Corporation: $93,000. National Merit Scholarship Corporation for scholarships for children of employees.

Support of Education-Related Organizations and Associations

Council for Financial Aid to Education and others.

Special Educational Support

Junior Achievement, nationally and at plant locations.

Materials available: Contributions Policy.

General Mills Foundation

P.O. Box 1113, Minneapolis, MN 55440 (612) 540-3337
James P. Shannon, *Vice President and Executive Director*

Total Educational Grants in 1981: $1,806,702

Purpose: The foundation considers education vital to the progress of our nation and accordingly contributes to a variety of educational activities in the United States.

Significant Policies: It prefers not to make grants for endowments, to capital funds, for trips or tours, for basic or applied research, to subsidize publications, support conferences, seminars, workshops or symposia.

Support of Colleges and Universities

Unrestricted Operating Grants: $77,650. To 16 private and six public institutions with emphasis on historically black or substantial minority enrollments and the Minneapolis College of Art and Design.

Student Aid Grants: $82,600. To 22 private and 10 public institutions with emphasis on scholarships for minorities and women in business.

Departmental and Research Grants: $437,247. Support of 40 business schools or departments—$326,500; other departmental project grants—$110,747.

Capital Grants: $184,500. Mayo Foundation—$100,000; Minneapolis College of Art and Design—$79,500; Tuskegee Institute—$5,000.

Employee Matching Gifts: $311,483. To colleges and universities—$252,165; to secondary and vocational schools—$59,318.

Indirect Grants: $203,750. State and regional associations of colleges—$104,250; United Negro College Fund—$95,500; other—$4,000.

Support of Students

Undergraduate Scholarships: $150,126. To National Merit Scholarship Corporation and Citizens Scholarship Foundation of America for children of General Mills employees—$83,326. To other organizations such as LULAC National Education Scholarship Fund; National Hispanic Scholarship Fund; Puerto Rican Legal Defense and Scholarship Fund—$32,300.

Graduate Fellowships: $34,500. To organizations such as the Consortium for Graduate Study in Management, Council for Opportunity in Graduate Management Education; National Medical Fellowships.

Support of Education-Related Organizations and Associations

$10,500. To promote voluntary support of higher education and to assist institutions, educators and students in other ways.

Special Educational Support

$99,850. Economic education—$67,725; vocational and nonacademic education—$32,125.

Other

$248,996. Precollege education.

Materials available: Annual report.

General Motors Corporation
General Motors Foundation

3044 West Grand Boulevard, Detroit, MI 48202 (313) 556-5000

Chester A. Francke, *Executive Director, GM Committee for Educational Grants and Scholarships—Corporation/Foundation**
Graham D. Briggs, *Manager, GM Foundation*

Educational Grants in 1981: $7,200,000—Corporation** $4,000,000—Foundation*

Purpose: The purposes of the General Motors Corporation Aid to Education Program are: 1) to assist colleges and universities in strengthening the development and education of high quality graduates for the betterment of industry and society; 2) to help maintain and improve the nation's specific accumulated knowledge base in science, engineering and other business related fields; and 3) to contribute as a responsible corporate citizen both nationally and locally in GM communities for the enhancement of a healthy educational system which preserves the traditional dual (public and private) educational opportunity. The General Motors Foundation has a similar purpose.

Significant Policies: Specifically, General Motors Corporation provides support for higher education to assist in meeting the Corporation's human resource requirements; keep GM informed of research being carried out on the nation's campuses and encourage research in areas of interest to the corporation; and represent GM as a responsible corporate citizen. A large portion of available funds will be earmarked for undergraduate engineering institutions selected because of their ability to meet the needs noted above. In addition, the corporation will continue to extend support to other colleges and universities and education-related groups, including leading national universities, associations of private colleges, and educational institutions located in plant cities. Grant requests for operating funds, endowment of chairs or professorships, transportation equipment in running form, and memorial contributions are generally not considered.

Support of Colleges and Universities

Student Aid Grants: In 1981, the General Motors Corporation Scholarship Plan provided scholarship awards to young people attending a limited number of colleges and universities. The plan, which provides full tuition and fees, makes provisions for summer internships with GM staffs and divisions. Students who have completed the sophomore year and who are majoring in engineering courses are eligible. The candidates for the awards are nominated by the participating universities.

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*All educational requests should be channeled through the General Motors Committee for Educational Grants and Scholarships and not directed to the GM Foundation.

**Exclusive of support to General Motors Institute (GMI) which amounted to $16 million in 1981. There are approximately 2,000 students attending the Institute majoring in engineering and industrial administration in a cooperative education program. GM transferred control and ownership of GMI to a nonprofit corporation effective July 1, 1982, but will continue to provide transitional grants for the three-year period, 1982-84.

In addition, GM's Design Staff provides scholarships selectively to students attending several design oriented institutions to encourage creativity in automotive design.

Departmental and Research Grants: General Motors and the GM Foundation provide direct support to colleges and universities through departmental and research grants, including support for technical and non-technical liaison and associates programs.

Capital Grants: Combined corporation and foundation support is provided for major fund drives of universities conducting capital campaigns for buildings, laboratory equipment and other similar objectives. Grants are made to universities with due regard to the university's educational contribution nationally and locally at the undergraduate, graduate and professional levels.

Indirect Grants: The foundation contributed to all of the state and regional associations of private colleges in the country during 1981. The foundation is also a major supporter of the United Negro College Fund to help meet the operating expenses of the 41 member colleges. Also, the GM Foundation provided funds during 1981 to the UNCF for its Capital Fund Campaign. The Foundry Educational Foundation was given support in 1981 to be used at its member colleges and universities for foundry-related scholarships.

Support of Students

Undergraduate Scholarships: In addition to the General Motors Corporation Scholarship Plan, undergraduate financial support was provided to minority engineering students through the scholarship program of the National Action Council for Minorities in Engineering and for students sponsored by the National Scholarship Service and Fund for Negro Students.

Graduate Fellowships: A special program of support for General Motors Foundation teaching fellowships in engineering at the graduate level was continued at two universities: Lehigh and Michigan in 1981. Support for graduate fellowships was provided directly to certain colleges and universities, including students working toward advanced degrees in technical disciplines at the University of Wisconsin, Madison and students seeking MBAs at the graduate school of business at Dartmouth College, Harvard University, and The University of Michigan, as well as to several organizations such as the Consortium for Graduate Study in Management, the Council for Opportunities in Graduate Management Education, the Consortium of Metropolitan Law Schools, and the National Medical Fellowships. In addition, funding was provided for a loan fund for women in engineering at the graduate level through the Business and Professional Women's Foundation.

Also, GM contributed to the Institute of International Education in support of that organization's South African Fellowship Program. The Program is designed to prepare Blacks, Coloureds, and Indians for professional positions of leadership in management, engineering, and university teaching. GM grants were directed to the establishment of two GM Foundation Fellowships, preferably in the engineering disciplines.

Support of Education-Related Organizations and Associations

Grants were provided in 1981 to education-related groups, such as the American Council on Education, the Council for Financial Aid to Education, the National Action Council for Minorities in Engineering, and the American Association of Engineering Societies. Contributions were also made to the Council for the Advancement of Small Colleges, National Commission for Cooperative Education, American Association of Community and Junior Colleges and others. Funding is dependent upon the educational contribution being made by each organization.

In addition, The National Institute for the Advancement of Career Education, which serves as the focus of career education in the United States, continued to receive leadership support from the GM Foundation in 1981. The grant is being utilized to develop a nationally coordinated movement in career education.

Other

Funds have been provided for minority engineering programs and for women in engineering at several colleges, equipment grants to colleges and universities, community colleges and secondary schools, and grants to special education projects. In addition, the Corporation made contributions through the Canadian Scholarship Plan and provided other Canadian and foreign grants to several educational institutions and organizations.

General Motors Corporation also administers other special programs, such as the GM Fellowship Plan, the Deferred Employment/Graduate Fellowship Plan, and the GM Tuition Refund Plan for employees, conferences for educators, the furnishing of motion pictures, manuals, booklets and other teaching aids.

The General Tire & Rubber Company
The General Tire Foundation, Inc.

One General Street, Akron, OH 44329 (216) 798-5050

Joseph M. Leyden, *Assistant to the President*

Total Educational Grants in 1981: $239,857

Purpose: To assist the private, nontax-supported colleges and universities located in states and areas where General Tire has manufacturing facilities or large numbers of employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $98,825.

Employee Matching Gifts: $38,082.

Indirect Grants: $79,500.

Support of Students

Undergraduate Scholarships: $23,450.

Getty Oil Company

3810 Wilshire Blvd., Los Angeles, CA 90010

Pamela L. Phillips, *Contributions Coordinator* (213) 739-2254
Gerald J. Alcantar, *Director of University Relations* (213) 739-2287

Total Educational Grants in 1981: $1,378,033

Purpose: To provide assistance to education as an investment in the future through direct grants to selected institutions and organizations, an employee matching-gift program and a tuition-refund program for Getty Oil Company employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $130,000. To institutions of higher learning.

Student Aid Grants: $296,000. For student aid grants.

Departmental and Research Grants: $78,000. For grants to specific university departments.

Employee Matching Gifts: $130,000. Getty Oil Company matches contributions of its employees and directors to qualified educational institutions from a minimum gift of $10 to an annual maximum of $5,000.

Indirect Grants: $40,000.

Support of Students

Undergraduate Scholarships: Ten four-year National Merit Scholarships are awarded to sons and daughters of Getty Oil Company employees.

Graduate Fellowships: Special scholarships and/or fellowships are included within the direct grant category.

Support of Education-Related Organizations and Associations

Council for Financial Aid to Education.

Other

Getty Oil Company's special educational assistance program for employees provides reimbursement of 75 percent of tuition and books.

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The BFGoodrich Company

500 South Main Street, Akron, OH 44318 (216) 374-2000
Foster C. Smith, *Staff Vice President-Corporate Communications*

Total Educational Grants in 1981: $373,000

Purpose: The company's objectives reflect a conviction that giving to higher educational institutions is an investment in human resources and technical knowledge which will bring about a greater understanding of mutual problems of business and education.

Significant Policies: The program is designed to provide support to institutions of higher learning, primarily in the communities where major company operations are located and to those schools where curriculum, research and other programs are of specific interest to the company. Contributions are made in relation to income before tax. No grants are made directly to individuals.

Support of Colleges and Universities

Unrestricted Operating Grants: $47,300. Limited to selected schools for development purposes. Unrestricted funds are also provided through matching-gift program listed below.

Student Aid Grants: $9,875.

Departmental and Research Grants: $33,589. Selected public and private four-year institutions for polymer science research, economic education centers, business administration, industrial management.

Capital Grants: $20,000. Building-fund support primarily to institutions in communities where major company operations are located. Includes grant to the United Negro College Fund Capital Resource Development Program.

Employee Matching Gifts: $85,660. Employee gifts of $50 to $2,000 per year to accredited U.S. colleges, universities, and private precollege secondary schools are matched for unrestricted use by the recipients.

Indirect Grants: $59,600. Unrestricted grants to state associations of independent colleges, including the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $39,800. BFGoodrich scholarship program for children of its employees is handled by the National Merit Scholarship Corporation. In addition, a National Achievement Scholarship is awarded annually, administered by NMSC. Since 1956, four-year scholarships have been awarded to 268 scholars.

Graduate Fellowships: $42,000. In chemical engineering and chemistry.

Support of Education-Related Organizations and Associations

$35,900. Youth programs, such as Junior Achievement, and selected professional economic educational organizations dedicated to the preservation of the free enterprise system.

Other

Tuition-sharing program for employees. Co-op program for engineering students.

Gould Inc.
Gould Foundation

10 Gould Center, Rolling Meadows, IL 60008 (312) 640-4058
Gloria E. Eggleston, *Vice President, Gould Foundation*

Total Educational Grants in 1981: $184,260—Foundation
$206,162—Company

Purpose: To insure quality education for the advancement of our nation's technology and the free enterprise system.

Significant Policies: Direct grants to institutions: Preference given to specific programs related to Gould and its industry. Specific programs chosen for their expertise in the promotion of minority higher education.

Support of Colleges and Universities

$216,650. To 20 colleges and universities for scholarships, fellowships and special programs in the areas of engineering, computer science and business.

Employee Matching Gifts: $63,662.

Indirect Grants: Associated Colleges of the Midwest.

Support of Students

Undergraduate Scholarships: $62,000. For employees' children at 46 colleges and universities.

Support of Education-Related Organizations and Associations

$48,110. For example, COGME, Foundry Educational Foundation, Illinois Science Lecture Association, NACME, National Hispanic Scholarship Fund, National Merit Scholarship Corporation, United Negro Fund. Also, precollege: Lawrenceville School.

Materials available: Gould Foundation and Community Relations Annual Report

Grace Foundation, Inc.

1114 Avenue of the Americas, New York, NY 10036 (212) 819-6316
William A. Baker, *Vice President*

Total Educational Grants in 1981: $2,042,922

Purpose: Grace Foundation's primary objective is to assist educational institutions and other tax-exempt organizations, particularly those which are national in scope or serve communities where W.R. Grace & Co. and its subsidiaries operate.

Significant Policies: The foundation has interest in: 1) four-year accredited colleges having exemplary undergraduate schools of business, major departments of chemistry, accounting, energy studies or agricultural sciences; 2) state associations of colleges and universities; 3) special national educational organizations.

Support of Colleges and Universities

Unrestricted Operating Grants: $222,500. Mainly to private four-year colleges and universities.

Student Aid Grants: $52,780.

Departmental and Research Grants: $308,000. Mainly to business, chemistry, energy studies, engineering or agricultural science.

Capital Grants: $630,333. Includes $333,333 toward an endowed chair.

Employee Matching Gifts: $190,744. To colleges and secondary schools accredited by one of the six regional accrediting associations.

Indirect Grants: $83,500.

Support of Students

Undergraduate Scholarships: $77,185.

Graduate Fellowships: $23,500.

Support of Education-Related Organizations and Associations

$157,880. Includes special educational or enrichment programs for disadvantaged or handicapped, special science programs, and some nonacademic institutions with an educational purpose.

Special Educational Support

$296,500. For an educational television program—$250,000; for economic education programs—46,500.

Materials available: Policies and Guidelines available.

Graphic Controls Corporation

189 Van Rensselaer Street, Buffalo, NY 14240 (716) 847-7549
Patricia A. Baubonis, *Assistant Corporate Secretary*

Total Educational Grants in 1981: $26,500

Purpose: Graphic Controls Corporation has a strong interest in supporting educational institutions to enable them to continue to supply quality education to our employees and their families and the communities where our employees live.

Significant Policies: Graphic Controls gives a higher priority to privately financed, local higher education institutions than to regional and national; however each request is judged on its merits.

Support of Colleges and Universities

Unrestricted Operating Grants: $8,075. To public four-year institutions—$5,650; to private four-year institutions—$2,425.

Departmental and Research Grants: $250. To public four-year institution.

Capital Grants: $17,500. To five private four-year institutions.

Employee Matching Gifts: $677. The program provides for corporate matching from a minimum of $10 to a maximum of $3000 to an accredited tax-exempt institution of higher learning. Both tax-supported and private institutions are eligible.

The Guardian Life Insurance Co. of America
The Guardian Life Trust

201 Park Avenue South, New York, NY 10003 (212) 598-8387
Herbert N. Grolnick, *Secretary (Company), Administrator (Trust)*

Total Educational Grants in 1981: $37,541

Support of Colleges and Universities

Unrestricted Operating Grants: $300.

Capital Grants: $21,700.

Employee Matching Gifts: $6,730.

Indirect Grants: $8,811.

Gulf Oil Corporation
Gulf Oil Foundation

P.O. Box 1166, Pittsburgh, PA 15230 (412) 263-5191
E. Edward Sheldon, *Vice President and Executive Director*

Total Educational Grants in 1981: $5,477,000

Purpose: To encourage and assist our young people to obtain advanced education; to help our educational institutions meet the problems of increasing operating costs while maintaining the educational services they render; and, to encourage Gulf employees and annuitants to support eligible colleges and universities of their choice.

Significant Policies: Institutions eligible for participation in the Aid to Education Program are colleges and universities with curricula leading to the baccalaureate or higher degree, and junior or community colleges that have programs leading to the associate degree or programs which qualify students to transfer to baccalaureate programs at senior institutions. Participating schools must be fully accredited by an appropriate regional accrediting association.

Support of Colleges and Universities

Student Aid Grants: $350,000.
(1) Gulf Graduate Fellowships are placed in departments of science, engineering or business for one academic year. Recipients are selected by the schools. Full tuition and fees are provided plus a stipend of $6,000.
(2) Student Aid Grants are provided to colleges and universities for scholarship funds which are distributed by the schools to satisfy the needs of their students.

Cost-of-Education Supplements: Gulf scholarships and fellowships provide an unrestricted supplemental grant to schools to help cover cost of on-campus administration.

Departmental and Research Grants: $1,395,000. Departmental Assistance Grants are awarded to departments which have shown a need for funds outside of their regular budgets for equipment, new programs and/or specific developmental activity—$440,000. Research Grants are provided to selected departments of colleges and universities for specific studies and graduate student training—$955,000.

Capital Grants: $675,000. Capital grants are provided to enable schools to construct and equip new buildings or renovate existing facilities. Such awards contribute to administration, laboratory and classroom buildings, libraries, student centers, and other needed structures.

Program Grants: $632,000. Program grants provide support to strengthen programs in specialized areas of education, to institute new degree programs, and for student development guidance.

Faculty Suport Grants: $478,000. In recent years, salaries in industry have raced ahead of those offered in academia, prompting many professors to leave educational institutions for positions in industry. Gulf has instituted a program to provide funds to help colleges narrow or eliminate this disparity.

Employee Matching Gifts: $919,000. To educational institutions. Gulf matches, on a $2-for-1 basis, gifts made by employees, annuitants and directors to educational institutions, hospitals and certain cultural organizations. Minimum gift matched is $20; maximum, $5,000 per employee each calendar year. Eligible educational institutions include private secondary schools, public and private four-year colleges and universities, and junior and community colleges (all of which must be appropriately accredited).

Support of Students

Undergraduate Scholarships: $563,000.

(1) Up to 25 four-year scholarships are awarded by the Gulf Oil Foundation each year to children of Gulf employees and annuitants. Grants are $3,500/year for private schools and $2,000/year for public schools. Winners are selected by an independent agency, and may attend any accredited 4-year college or university in the United States.

(2) Under the Honors Program, the Corporation provides two-year scholarships in science, engineering and business at 25 colleges and universities to students entering their junior year. The grants provide 80 percent of tuition, room and board, and fees, plus $150/term for books and supplies.

(3) For the last seven years, up to 20 four-year scholarships have been awarded annually to minority high school students from the Pittsburgh and Houston areas for study in science and engineering disciplines. Grants were $2,000/year for those attending private institutions and $1,500/year for those attending state-supported institutions. While these scholarships will be discontinued as a separate program category in 1982, a major focus on educational support for minorities has been established through a program of significant grants to predominantly minority institutions.

Support of Education-Related Organizations and Associations

$285,000. Grants to various educational organizations which serve in a fact-gathering capacity and/or provide special services or programs to students, schools, business and the public. Also includes grants to programs devoted solely to economic education.

Special Educational Support

Within each of the categories described above, a portion of the funding each year is specifically focused on providing significant grants to (1) selected private institutions of academic excellence to help maintain and extend their outstanding capabilities; and (2) predominantly minority institutions to support their advance toward excellence, particularly for development of their programs in business, science and engineering.

Other

$180,000. Gifts of surplus equipment to various colleges and universities.

Materials available: Annual Report.

Halliburton Company
Halliburton Foundation, Inc.

2600 Southland Center, Dallas, TX 75201 (214) 748-7261
Thomas H. Cruikshank, *President of the Foundation*

Total Educational Grants in 1981: $1,024,598

Purpose: Halliburton Company believes that it has an obligation as a corporate citizen to support educational institutions which are vital to the country's social and economic welfare. It believes that such support should be made as a prudent investment for the future benefit of the business since new knowledge and technically trained people needed to maintain leadership must come primarily from colleges and universities. Accordingly, the company intends to provide financial assistance to selected accredited junior colleges, colleges, and universities.

Support of Colleges and Universities

Unrestricted Operating Grants: $17,200. Unrestricted grants to selected junior colleges and universities.

Departmental and Research Grants: $607,500. Grants to selected junior colleges, colleges and universities for the support of science, engineering, technical and business faculty—$499,000; grants to selected universities for the use of particular schools or departments—$108,500.

Capital Grants: $50,000.

Employee Matching Gifts: $349,898. 2-to-1 match of contributions to accredited junior colleges, colleges and universities to a maximum of $5000 annually per employee.

Harris Corporation
Harris Foundation

1025 W. NASA Boulevard, Melbourne, FL 32919 (305) 727-9378
O.W. Hudson, *Corporate Secretary-Associate General Counsel*

Total Educational Grants in 1981: $389,725

Purpose: Harris recognizes that a major responsibility for keeping the United States in the forefront in technical and economic progress will fall on our colleges and universities. Most of these institutions are in growing need of financial assistance. Hence it is the whole nation's duty to support them adequately. The company's aid-to-education program is based on promoting the following objectives: 1) providing better educated manpower to fulfill the rapidly growing requirements of all business organizations, particularly in advanced training; 2) providing the brainpower and technology to maintain our world leadership in a period of resurgent foreign competition; 3) providing the means for gaining new knowledge, the foundation of all our progress and growth.

Support of Colleges and Universities

Unrestricted Operating Grants: $236,091. The major portion of Harris' aid-to-education contributions has been directed to engineering and technical colleges and to other schools located in communities where the company's plants are located.

Capital Grants: $2,992. Direct grants for capital purposes are made both in cash and in the form of equipment.

Employee Matching Gifts: $127,311. To encourage employees to take a greater interest in education, gifts of employees to secondary schools, colleges and universities are matched through an Aid to Education Gift-Matching Program. Under this program 679 gifts by employees were matched.

Indirect Grants: $12,850. Grants are made to state and national fund-raising organizations such as the various state associations of independent colleges.

Support of Students

Undergraduate Scholarships: $3,460. Several scholarships are maintained either directly with colleges or through trade associations. These scholarships are designed primarily for prospective and present college students interested in careers in the industries served by Harris and for the children of employees.

Other

A Tuition Refund Program is aimed at encouraging employees to further their education and prepare for better positions and greater responsibilities with the company. In 1981, $784,846 was reimbursed to employees who participated in this program. (Cost not included in grants total.)

In addition, Harris participates in the "co-operative student" programs of several colleges. Under these programs, students alternately attend college and work for the company.

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Hercules Incorporated

910 Market Street, Wilmington, DE 19899 (302) 575-6000
E.D. Crittenden, Jr., *Vice President*

Total Educational Grants in 1981: $321,000

Purpose: Hercules management recognizes the important contribution of colleges and universities to the development of the science and technology of our industry and to the training of the business and professional personnel who are critical to our future. Thus, our aid-to-education program is aimed at the support and encouragement of academic centers of excellence whose long-range programs parallel the needs and interests of our company and the chemical industry.

Support of Colleges and Universities

Departmental and Research Grants: Approximately $275,000 in 1982. Hercules provides grants-in-aid to a number of academic departments of science and engineering, and several research programs consistent with our long-range corporate technological goals.

Employee Matching Gifts: Approximately $116,000 in 1981. Beginning in 1982, the Hercules Education Grants Program provides a 2-to-1 match of contributions of cash or securities made by employees and retirees of the company to accredited two-year and four-year colleges and universities. The annual limit per employee or pensioner is $2,000.

Special Educational Support

Approximately $56,000. Minority Engineers Development Program: To encourage training of minority students in engineering and science. Hercules funds a joint program with a number of colleges and universities to provide financial support for deserving students. Aid includes a tuition scholarship for the individual, supportive grants-in-aid to the institution, and the opportunity for summer employment in a Hercules plant or R&D facility.

Hershey Foods Corporation
The Hershey Fund

14 E. Chocolate Avenue, Hershey, PA 17033 (717) 534-7574
L.W. Simmons, *Chairman, Contributions Committee*

Total Educational Grants in 1981: $419,431

Purpose: To provide financial support primarily to higher education.

Significant Policies: The company, its subsidiaries and/or The Hershey Fund (a charitable and educational trust established by the company) provide support to certain institutions of higher education, in the localities of their principal operations, to some institutions having programs of special interest, to higher educational institutions through matching employee gifts and to some state associations of independent colleges. Support is also given for some other educational programs such as economic education.

Support of Colleges and Universities

Unrestricted Operating Grants: $41,407. Primarily to colleges and universities in localities where the company or its subsidiaries have manufacturing plants.

Departmental and Research Grants: $163,500. To support several education programs and research programs of special interest to the company.

Capital Grants: $39,000. Grants to local college building and endowment funds.

Employee Matching Gifts: $125,269. Employee gifts of from $25 to $2,500 to accredited institutions of higher education in the United States are matched on a 2-to-1 basis.

Indirect Grants: $21,443. Grants to associations of independent colleges, United Negro College Fund, etc.

Support of Students

Undergraduate Scholarships: $3,650. Grants to several programs especially for minority students.

Graduate Fellowships: One fellowship in food science inaugurated in 1982.

Support of Education-Related Organizations and Associations

$25,162. Grants primarily for economic and nutrition education.

Materials available: Matching-gift form.

Honeywell Inc.
Honeywell Foundation

P.O. Box 524, Minneapolis, MN 55440 (612) 870-6821
John N. Mitchell, *Director, Honeywell Foundation*

Total Educational Grants in 1981: $2,149,109

Purpose: Support to institutions of higher learning. To a lesser degree, aid is occasionally given to primary and secondary schools and educational television. Our primary interest is to four-year degree-granting institutions in business administration, engineering and computer science.

Significant Policies: Honeywell's greatest interest is in supporting the institutions which are in close proximity to our major operating facilities, or those with which we have established a relationship. Primary support and interest in areas listed above.

Support of Colleges and Universities

Unrestricted Operating Grants: $651,085. Higher education—$212,960; other education—$438,125.

Student Aid Grants: $186,873. Higher education, including scholarships and fellowships—$152,873; other education, including scholarships—$34,000.

Departmental and Research Grants: $118,350. Restricted: Higher education—$117,850; other education—$500.

Capital Grants: Included in unrestricted grants.

Employee Matching Gifts: $442,801.

Special Educational Support

$750,000. Support to public and private institutions above the basic contributions program.

Illinois Tool Works Inc.
Illinois Tool Works Foundation

8501 W. Higgins Road, Chicago, IL 60631 (312) 693-3040
Stephen B. Smith, *Director*

Total Educational Grants in 1981: $456,000

Support of Colleges and Universities

Unrestricted Operating Grants: Harvard Business School, Illinois Institute of Technology, Judson College, Lake Forest College, Northwestern University, Kellogg School of Business and the Science Library; Pace Institute, Princeton University, University of Chicago Business School.

Departmental and Research Grants: University of Illinois, engineering; Purdue University, engineering.

Employee Matching Gifts: $126,000.

Indirect Grants: Arkansas Foundation of Associated Colleges, Michigan Colleges Foundation, Associated Colleges of Illinois.

Support of Students

Calmer Johnson Scholarship through National Merit Scholarship Corporation.

Support of Education-Related Organizations and Associations

Council for Financial Aid to Education, Reading is Fundamental.

Other

Chicago Student Science Fair.

Inland Steel-Ryerson Foundation, Inc.

30 West Monroe, Chicago, IL 60603 (312) 346-0300
Robert T. Carter, *Secretary*

Total Educational Grants in 1981: $805,227

Purpose: Educational support is based on the foundation's belief in the necessity of maintaining healthy, independent institutions of higher learning and the importance of such institutions to the future of the free-enterprise system and the American democratic system.

Significant Policies: Priority is given to institutions which have achieved academic excellence in business and/or engineering and to programs which provide assistance to women and minorities in the achievement of equal educational opportunity. In general, the foundation does not grant funds to: institutions clearly outside areas of primary concern; research projects; tax-supported educational institutions; preschool, primary and secondary educational institutions; endowment funds.

Support of Colleges and Universities

Unrestricted Operating Grants: $209,500. Colleges and universities (undergraduate and graduate schools of business and medical schools).

Student Aid Grants: $126,092. All-Inland Scholarship Program.

Departmental and Research Grants: $25,000. Engineering Department Grants Program (25 departments at $1,000 each).

Capital Grants: $249,500.

Indirect Grants: $56,650.

Support of Students

Undergraduate Scholarships: $71,385.

Graduate Fellowships: $32,000. Minority fellowships at graduate schools of business and medicine, and at independent schools.

Support of Education-Related Organizations and Associations

$27,100.

Special Educational Support

$8,000. Outstanding Teacher Awards Program for high schools and colleges.

Interlake, Inc.
The Interlake Foundation

2015 Spring Road, Oak Brook, IL 60521 (312) 986-6600

R.T. Anderson, *Corporate Treasurer and Chairman, Contributions Committee*

Total Educational Grants in 1981: $146,578

Major Purpose: Provide support to private colleges and universities which are important educational resources for the company and/or its employees and their families.

Support of Colleges and Universities

Unrestricted Grants: $64,500. To 26 private colleges and universities. All were four-year schools and all but two ($1,000) were private institutions.

Student Aid Grants: $2,500. Support of student-aid funds at three public institutions.

Employee Matching Gifts: $17,063.

Indirect Grants: $23,500. To four state associations and the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $24,915. To NMSC covering annual cost of 15 four-year scholarships for children of employees—$21,565; to NMSC covering cost of two annual National Achievement Scholarships for Negro Students—$2,350; to Foundry Education Foundation Scholarship Fund—$1,000.

Support of Education-Related Organizations and Associations

$3,500. To College Placement Service for program to upgrade placement services of minority colleges—$500; unrestricted grants to Association of Governing Boards of Universities & Colleges—$750; Council for Advancement of Small Colleges—$750; Council for Financial Aid to Education—$1,500.

Special Educational Support

$9,100. To four precollege engineering programs (three programs directed at minorities and/or females and one program directed at general population)—$7,100; University of Chicago—Law & Economics Program—$2,000.

Other

$1,500. To John Crerar Library, an affiliate institution of Illinois Institute of Technology—$1,000; Newberry Library, a research source for scholars in the Humanities—$500.

Materials available: Brochure describing Matching-Gift Program.

International Business Machines Corporation

Old Orchard Road, Armonk, NY 10504 (914) 765-5165
L. Robinson, *IBM Director of University Relations*

Total Educational Grants in 1981: $17,300,000

Purpose: The purpose of IBM's program is to support and strengthen excellence in higher education through selective grants to institutions and organizations.

Significant Policies: IBM support is focused on graduate programs in business, management and economics and in engineering and certain physical sciences. Because of the company's interest in furthering the career development of minorities, women and the handicapped, IBM also supports undergraduate programs for these groups in the disciplines listed above.

Support of Colleges and Universities

Student Aid Grants: The company supports programs (which may include student aid) designed to further the career development of minorities, women and the handicapped at selected institutions.

Departmental and Research Grants: Each year the company awards 40 $25,000 grants to outstanding departments doing work of special interest to IBM. The IBM Departmental Grants are designed to encourage risk in undertaking new scientific initiatives. The departments are selected by IBM scientists and proposals are not accepted.

Capital Grants: IBM does not usually provide funds for capital purposes, but prefers to focus on program support in the areas described in "Policies" above.

Employee Matching Gifts: Approximately $4,400,000. The IBM Matching Grants to Education Program was established in July 1959. Under the plan, IBM matches on a 2-for-1 basis all contributions of regular, part-time or retired employees, directors and their spouses to fully accredited institutions of higher education and appropriate united fund-raising organizations up to $5,000 per institution, per donor, per calendar year.

Other: Of particular interest to IBM are information systems curricula in leading graduate schools of business. Demand for graduates in this specialty at both the master's and doctoral level continues to outpace supply by a wide margin. IBM supports graduate programs to develop new courses, curricula and faculty in this area. The company also supports programs to alleviate faculty shortages in computer science and engineering.

Indirect Grants: Grants are made, selectively, to a number of educational associations, consortia, foundations and funds, e.g., the state and regional associations affiliated with the Independent College Funds of America, Inc., United Negro College Fund, National Action Council for Minorities in Engineering, Inc., ABET Minority Introduction to Engineering, ASPIRA of

America, Inc., National Hispanic Scholarship Fund, Consortium for Graduate Study in Management, Council for Opportunity in Graduate Management Education, and the Woodrow Wilson National Fellowship Foundation.

Support of Students

Undergraduate Scholarships: 645 students participated during 1981 in the Thomas J. Watson Memorial Scholarship Program. 197 new four-year scholarships were awarded to children of IBM employees. Note: The cost of these scholarships is not included in the total grants figure above. The College Scholarship Service administers this program, under which recipients are selected according to merit on a competitive basis. The amount of the scholarship ranges from $1,000 to $6,000 per year, according to the financial need of the individual recipient.

In addition to scholarship awards for children of IBM employees, IBM in 1981 sponsored 50 National Merit $1,000 Scholarships and 50 National Achievement $1,000 Scholarships.

Graduate Fellowships: 100 graduate fellowships were granted in 1981 to selected universities. This total includes 30 special fellowship awards to minority and women students. Each IBM fellowship provided full tuition and fees plus a student stipend of $9,000 for the academic year. The fellowships are intended for doctoral candidates in physics, chemistry, mathematics, electrical engineering, mechanical engineering, materials science, and computer or information science. The selection of fellows is determined by the institutions receiving the grants, with the concurrence of IBM.

Seven postdoctoral fellowships were also granted in 1981. Carrying a stipend of $24,000, these are awarded to selected university departments in the same academic areas as the graduate fellowships.

Cost-of-Education Supplements: As part of the graduate fellowship program, cost-of-education supplements of $2,000 per year, per student were made to the university departments attended by the recipients.

Support of Education-Related Organizations and Associations

Support was provided in 1981 for state and regional precollege programs designed to interest, motivate and prepare minority youth with the potential for engineering and science to enter these fields.

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International Minerals & Chemical Corporation
IMC Foundation

2315 Sanders Road, Northbrook, IL 60062 (312) 564-8600

Donald E. Tynan, *Director, Public Responsibility/Executive V.P., IMC Foundation*

Total Educational Grants in 1981: $764,535

Purpose: To provide support to postsecondary educational institutions which are important resources for the company, its employees, their families and the communities in which they live.

Significant Policies: 1) to provide scholarship assistance to sons and daughters of IMC employees; 2) to provide the opportunity for employees, retired salaried employees and IMC directors to give direction to IMC's support to education through its Matching-Gifts Program; 3) to support and improve postsecondary education in those communities where IMC has employees and dependents, plants and invested assets; 4) to provide support to postsecondary schools of interest to IMC for potential employee recruitment, research opportunities, information and other services; 5) to provide general support to the private-sector schools through their affiliated state associations of independent colleges and universities in those states where IMC has major interests; 6) to encourage minority postsecondary education through support of their accredited institutions, associations (United Negro College Fund) and selected minority scholarships (National Merit Achievement Scholarship Program) with IMC summer employment opportunities.

Support of Colleges and Universities

Unrestricted Operating Grants: $66,800. To 18 colleges and universities.

Student Aid Grants: $8,500. Primarily to the Native American Scholarship program at New Mexico Institute of Mining and Technology.

Departmental and Research Grants: $175,990. Five unrestricted R&D grants. Totals do not include $735,000 of restricted R&D grants and contract research.

Capital Grants: $270,000. Endowment to one college for a chair in the life sciences—$250,000.

Employee Matching Gifts: $145,640. Matching 417 gifts made to colleges and universities by 265 participants.

Indirect Grants: To state associations and the United Negro College Fund.

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Support of Students

Undergraduate Scholarships: $36,301. IMC Sons & Daughters Scholarships and National Merit Achievement Scholarships for Minorities.

Support of Education-Related Organizations and Associations

$15,114. Eight grants to improve the quality of education for minorities and to offer incentives for them to pursue a college education.

Special Educational Support

$29,470. Studies designed to provide recommendations for the improvement of Chicago City schools; to encourage the pursuit of degrees in science and engineering.

International Multifoods Corporation
International Multifoods Charitable Foundation

Multifoods Tower, Box 2942, Minneapolis, MN 55402 (612) 340-3302
Frances A. Kolb, *Manager, Corporate Support Programs*

Total Educational Grants in 1981: $221,130

Purpose: The corporation, directly or through its foundation, will support selective programs directed toward ... the improvement of education ... to help in the preservation and improvement of the free enterprise system and the environments in which we operate and the human resources which are available to or a part of our corporation.

Support of Colleges and Universities

Departmental and Research Grants: $22,725. To four-year public and private colleges for special interest projects, including University of Minnesota, Kansas State Milling Science Department, University of Nebraska, Lawrence University, St. Norbert College, Westmar College.

Employee Matching Gifts: $37,565. To public institutions of higher learning (match 1-to-1)—$805; to private institutions of higher learning (match 2-to-1)—$36,760. A total of 71 institutions received gifts from 77 employees. Minimum amount matched is $25/year; maximum is $2,000/year per employee or director.

Indirect Grants: $11,975. Minnesota Private College Fund, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $3,305. Experiment in International Living.

Support of Education-Related Organizations and Associations

$56,358. Sustaining support to American Productivity Center (also loaned executive), The Conference Board, Council for Financial Aid to Education, Council of Agricultural Science and Technology, National Bureau of Economic Research, American Institute of Baking.

Special Educational Support

$63,595. Economic education, including Business Economic Education Foundation, Distributive Education Clubs of America, Economic Foundation for Clergy, Junior Achievement, Minnesota State Council on Economic Education, Law and Economics Center at Emory University—$10,050. Education with international focus: Institute of International Education, International Management and Development Institute, Minnesota International Center, Executive Council for Foreign Diplomats—$8,200; primary/secondary education including Close-Up Foundation, Educational Research Council of America, Minneapolis Public Schools, Neighborhood Center School, Citizens Committee on Public Education, Reading Enrichment Program—$45,345.

Other

$25,607. Community education projects including Dunwoody Industrial Institute, Twin Cities Public Television and Minnesota Public Radio, Science Museum of Minnesota, INROADS/Minneapolis-St. Paul.

International Paper Company
International Paper Company Foundation

77 West 45th Street, New York, NY 10036 (212) 536-6580
Gladys F. Waltemade, *Vice President*

Total Educational Grants in 1981: $1,317,866

Purpose: At the precollege level through the foundation's EDCORE Program with selected participating school districts to support teaching of core skills essential for working in a technologically oriented society. Other efforts to improve the qualifications of future candidates for careers in business, principally through innovative and developmental programs.

Significant Policies: The foundation seeks to provide seed money for demonstration projects with stated, measurable goals, including provisions for attracting other resources for their ultimate continuance. The foundation will also support replication of proven efforts consistent with its guidelines. Primary emphasis is on communities where IPCO has facilities.

The foundation does not give unrestricted operating grants to colleges and universities, capital grants or cost of education grants. The foundation also does not support state, national or independent fundraising associations—except the United Negro College Fund.

Support of Colleges and Universities

Student Aid Grants: $62,783. The foundation funds its own fellowship program at six selected universities in specialized fields of study.

Departmental and Research Grants: $40,900. For variety of projects in departments, primarily in minority engineering and education.

Employee Matching Gifts: $240,647. Includes public and private colleges and universities—$177,824; and public and private secondary schools (grades 9-12)—$62,823.

Indirect Grants: $20,000. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $114,652. To such organizations as NMSC, LULAC, including $100,000 to NACME for scholarship aid for minorities in engineering and USAF.

Support of Education-Related Organizations and Associations

$69,225. The foundation offers modest support to a variety of organizations serving education. Among them are CFAE, Reading is Fundamental, The Joint Council on Economic Education, school volunteer programs, ASPIRA.

Special Educational Support

$466,925. Women's programs—$105,300; economic career education, including foundation sponsorship of National Awards Program to recognize teaching excellence in economic education—$124,100; minority engineering and education, including grants accounted for in other categories such as support of students and departmental grants—$237,525; special projects at colleges or universities, included in total—$15,300.

Precollege Support

$586,690. EDCORE—$482,639. The foundation supports its own program of aid to secondary education and restricts its direct support of secondary schools to those districts located in areas in which significant numbers of IPCO families live and work. Other precollegiate support, including a study of schooling in the United States, $41,225, and $62,826 matching gifts to secondary schools.

Materials available: Periodical publications of EDCORE.

International Telephone and Telegraph Corporation

320 Park Avenue, New York, NY 10022 (212) 752-6000

Edward J. Gerrity, Jr., *Senior Vice President, Corporate Relations and Advertising*

Total Educational Grants in 1981: $2,500,000

Purpose: In setting up its educational aid program, ITT has recognized the generally acknowledged debt owed by industry to the schools from which it recruits, and the need to enlarge the number of trained graduates from which it may draw qualified employees. On a broader scale, ITT support of education is prompted by the belief that the strength of its educational system is vital to this country's social and economic welfare.

Support of Colleges and Universities

Unrestricted Operating Grants: $144,991.

Cost-of-Education Supplements: $39,300. Includes programs such as the American GI Forum and Columbia's Bagehot Fellowship Program in Economics and Business.

Departmental and Research Grants: $246,500. Grants in support of research and other programs of interest to the corporation.

Capital Grants: $202,500. Includes a professorship in Computer Technology at MIT and an NYU professorship in Creative Management.

Employee Matching Gifts: $250,009. Personal gifts of not less than $25 nor more than $2,000 in any one calendar year by eligible employees to eligible schools will be matched by ITT.

Indirect Grants: $320,000. Grants are made to the Independent College Funds of America, and other groups such as the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $250,000. ITT College Scholarship Program —In 1981, ITT established this competitive program designed to assist ITT families to meet the rising costs of sending a child to the college of his/her choice. The program is administered by the College Scholarship Services.

Graduate Fellowships: $918,200. ITT International Fellowship Program. In November 1972, ITT established the International Fellowship Program. This program, which enables American university graduates to study abroad for one academic year and graduate students from other countries to pursue a master's degree in the United States. The International Fellowship Program is administered through the Institute of International Education.

Support of Education-Related Organizations and Associations

$28,500. Grants are made to educational councils, such as the Joint Council on Economic Education and the Institute of International Education.

Special Educational Support

$100,000. ITT Key Issues Lecture Series. The series was created by ITT to explore vital economic and business issues, and features programs at various universities throughout the country.

Materials available: ITT International Fellowship Program, ITT Key Issues Lectures Series, ITT Matching Grants Program.

Jefferson-Pilot Corporation

P.O. Box 21008, Greensboro, NC 27420 (919) 378-2231
Guy B. Phillips, Jr., *Vice President and Secretary*

Total Educational Grants in 1981: $650,658

Purpose: As a part of our responsibility as a good corporate citizen, we feel that we should encourage widespread and enlightened higher education. We would like to do our part to ensure the continued existence of private colleges and universities, as well as supporting our fine public colleges and universities. We also want to encourage individuals to pursue work in higher education and have established a matching-gift program to encourage our own employees to share the responsibility we have assumed as a corporate citizen.

Support of Colleges and Universities

Student Aid Grants: $8,000.

Departmental and Research Grants: $25,249.

Capital Grants: $423,919.

Employee Matching Gifts: $135,051.

Indirect Grants: $58,438.

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Jostens, Inc.
Jostens Foundation, Inc.

5501 Norman Center Drive, Minneapolis, MN 55437 (612) 830-3300
Ellis F. Bullock, Jr., *Director of Public Affairs*

Total Educational Grants in 1981: $173,195

Purpose: Established to represent Jostens, Inc., and its commitment to corporate school responsibility and improving the quality of life.

Significant Policies: The Foundation will view with high priority those needs which relate to that sector of young people between the ages of 12 and 24. This age group, which primarily represents both secondary school level and college students, is of significant concern to the foundation and will be reflected in its grant-making pattern.

Support of Colleges and Universities

Departmental and Research Grants: Various departmental grants to University of Minnesota.

Capital Grants: Hubert H. Humphrey Institute—University of Minnesota.

Employee Matching Gifts: $26,510. To 96 colleges and universities.

Indirect Grants: Minnesota Private College Fund, National Medical Fellowships, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $80,000. Scholarship program through CSFA—140 American, 20 Canadian for freshman year—$500 scholarships.

Support of Education-Related Organizations and Associations

General operating grants made to a wide variety of education-related organizations.

Special Educational Support

Annual youth conference for high school students—topics vary each year and are selected by a committee of community representatives working together with the foundation staff.

Other

$7,080. Plant gift matching program.

Materials available: Annual report and guidelines.

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Kaman Corporation

Post Office Box 1, Bloomfield, CT, 06002-0001 (203) 243-6315
Lucian E. Baldwin, *Vice President*

Total Educational Grants in 1981: $32,425*

Purpose: To assist sons and daughters of employees to obtain undergraduate education leading to a bachelor's degree, to assist employees in improving their skills or acquiring new skills to equip them for future opportunities within the company and to assist local colleges and universities in providing up-to-date programs and facilities for students.

Significant Policies: We do not consider appeals from individuals for financial assistance to advance personal education.

Support of Colleges and Universities

Unrestricted Operating Grants: $3,600. Central Connecticut State College (public, four-year)–$500; Connecticut Academy of Science and Engineering (public, two-year)–$100; Wesleyan University/Etherington Community College Scholarship Fund (private, four-year)–$750; Quinebaug Valley Community College (public)–$250; Western New England College (public, four-year)–$500; Trinity College (public, four-year)–$500; Naval War College (military, four-year)–$1,000.

Capital Grants: $4,250. University of Hartford, engineering building (private, four-year)–$4,000; University of Connecticut law school (public, four-year)–$250.

Indirect Grants: $750. United Negro College Fund–$250; New England Colleges Fund–$500.

Support of Students

Undergraduate Scholarships: $15,250. National Merit Scholarship Corporation. Company presently provides three scholarships annually for four-year terms to sons and daughters of employees. In 1981 sponsored two $1,000 Merit Scholars through National Merit. In 1981 also gave $500 to NMSC for Achievement Assist Scholarship for outstanding black students. Established scholarship in memory of employee in amount of $250 annually for two-year period for metalworking.

Support of Education-Related Organizations and Associations

$4,525. Walks Foundation–$150; Junior Achievement–$600; Connecticut Public Television–$300; Connecticut Joint Council on Economic Education–$225; Navy League–documentary film–$2,500; Public Communication–$250; Reading is Fundamental–$500 (Hartford and Moosup, CT).

*Excludes grants made by Kaman subsidiaries, as well as tuition reimbursement of up to 75 percent for successful completion of courses to improve employees' skills.

Special Educational Support

$3,550. Hartford College for Women—$350; Committee for Economic Development—$300; American School for the Deaf—$100; Greater Hartford Interracial Scholarship Fund—$300; Citizens Scholarship Foundation of Bloomfield—$250; Saint Joseph College—$1,000; Student Intern in Washington, DC—$750; Hartford Seminary Foundation—$500.

Other

$500. Wykeham Rise (private).

Kimberly-Clark Corporation
Kimberly-Clark Foundation, Inc.

401 North Lake Street, Neenah, WI 54956 (414) 721-2000
John S. Sensenbrenner, Jr., *President*

Total Educational Grants in 1981: $696,181

Purpose: Kimberly-Clark recognizes a continuing basic responsibility to support education and to encourage such support by others. This support acknowledges industry's continuing dependence on institutions of higher education for new knowledge and new employees, as well as the fundamental importance to the nation of an educated citizenry. The Kimberly-Clark Educational Opportunities Plan includes employee self-development, a family education savings account, and an opportunity for extended education leaves. The cost of this program is not included in the total above.

Significant Policies: Limited to postsecondary education and to private educational institutions except for the matching-gift program; scholarship assistance limited to National Merit and Achievement Scholarships.

Support of Colleges and Universities

Unrestricted Operating Grants: $127,336. Special operating grants were made to a number of private colleges and universities with relationships to Kimberly-Clark Corporation, its employees or its employee communities.

Capital Grants: $160,000. To a number of private colleges and universities with relationships to Kimberly-Clark Corporation, its employees or its employee communities.

Employee Matching Gifts: $115,035. The education matching-gift program matches gifts of $10 or more by employees, retirees and directors of Kimberly-Clark to accredited colleges, universities and secondary schools.

Indirect Grants: $85,200. Grants to 13 associations of independent colleges and universities in areas where the company has operations; national fund-raising groups such as National Fund for Medical Education, United Negro College Fund, National Association for Practical Nurse Education.

Support of Students

Undergraduate Scholarships: $40,677. Including support of National Merit and Achievement Programs.

Special Educational Support

$167,933. Kimberly-Clark annually sponsors three-day traveling workshops for high school guidance counselors, involving visits to postsecondary institutions. Also, support goes to ABC and other minority programs, and economic education including Junior Achievement.

Materials available: Matching-gift brochure.

Koppers Company, Inc.
Koppers Company Foundation

2322 Koppers Building, Pittsburgh, PA 15219 (412) 227-2755
Ruth Fauman Fichman, *Supervisor*

Total Educational Grants in 1981: $742,014

Purpose: Support and advancement of higher education is viewed by the foundation as one of the best means of promoting the progress of society and of Koppers itself. Our large investment in education-related programs—40 percent of our contributions budget—reflects this belief.

Significant Policies: Koppers Company Foundation gives primary consideration to institutions which have established relations with the company. Relationships may be based on geographic location, academic programs related to Koppers' industry interests, or employee involvement. The major portion of foundation educational funding is directed toward private, four-year institutions.

Support of Colleges and Universities

Unrestricted Operating Grants: $18,000. Each year, Koppers designates a number of four-year colleges and universities for unrestricted grants whether or not they have approached the foundation for funding. Grants may be awarded based on an identified relationship between the company and the school, or simply in recognition of outstanding programs worthy of support. In 1981 the foundation made four such grants. This category of support will be suspended indefinitely, beginning in 1982.

Student Aid Grants: $98,500. Engineering scholarship programs are currently in effect at 13 schools at which the company conducts its recruiting. Five of these scholarship funds are designated for minority and female engineering students. The foundation also awards a series of grants to selected four-year colleges and universities to establish Koppers Student Loan Funds. The foundation, having established eleven successful loan funds, will direct its future grants to engineering scholarship funds only.

Departmental and Research Grants: $54,165. Grants in this category go to academic departments closely linked to Koppers' industry interests in engineering, chemistry, and forestry, and are usually used for program and facility improvement, not research.

Capital Grants: $104,000. Capital grants are awarded to colleges and universities with which Koppers has close relationships based on employee, community, and industry interests.

Employee Matching Gifts: $260,519. Koppers Company Foundation matches on a 2-to-1 basis employee, retiree and directors gifts to accredited four-year baccalaureate degree granting colleges and universities, public or private. Minimum gift $25, program matching limit is $5,000 per employee, per year.

Indirect Grants: $100,300. Twenty-four associations of independent colleges are supported at levels determined by the size of the association and the number of Koppers employees in the state. Support of the United Negro College Fund is also included in this category.

Support of Students

Undergraduate Scholarships: $26,880. Undergraduate scholarships for the children of Koppers employees are awarded through the National Merit Scholarship Corporation Program. Koppers also provides scholarships funds for several other National Merit Scholarship Corporation winners, including those under the Achievement Program.

Support of Education-Related Organizations and Associations

$39,150. Koppers grants in this area include community programs, such as youth science fairs, and national programs addressing current issues in higher education, such as the Council for Financial Aid to Education.

Special Educational Support

$40,500. Grants are awarded to programs and organizations providing educational opportunities to minorities, many of which are included in categories above. Education programs designed to promote the understanding of our economic system are also supported.

Kraft, Inc.

Kraft Court, Glenview, IL 60025 (312) 998-2000
John X. Thomas, *Vice President, Public Relations & Community Affairs*

Total Educational Grants in 1981: $979,606

Purpose: Our corporation is an important element in society, and it is fitting for us to accept social responsibilities even though they may be only indirectly related to the pursuit of our principal business.

Significant Policies: Kraft dollars for education were distributed in various ways. The company matches gifts from its employees to colleges and universities. Kraft contributes to the state associations of independent colleges and universities and the United Negro College Fund. Utilizes the National Merit Scholarship program for children of employees. Also scholarships and grants in the area of nutrition.

Support of Colleges and Universities

Unrestricted Operating Grants: $68,500. All four-year colleges with the exception of Oakton Community College.

Student Aid Grants: $40,000. Kraft, Inc. Nutrition Fellowships at the University of Chicago.

Departmental and Research Grants: $81,000. Various nutrition education grants.

Employee Matching Gifts: $100,000.

Indirect Grants: $255,000. To 580 colleges through state associations—$200,000; United Negro College Fund—$55,000.

Support of Students

Undergraduate Scholarships: $102,775. Twenty-five National Merit Scholarships—$96,775; Principal's Scholars Program, University of Illinois at Juarez High School—$6,000.

Graduate Fellowships: $3,000. Consortium for Graduate Study in Management.

Support of Education-Related Organizations and Associations

League of Women Voters Education Fund, Future Homemakers of America, American Home Economics Association, National Association for Practical Nurse Education, National Fund for Medical Education.

Special Educational Support

WTTW—Public Television, Packaging Education Foundation, LULAC, Foundation for Illinois Archaeology, Harvard Business School Associates, Institute of Food Technologists Project.

The Liberty Corporation
The Liberty Corporation Foundation

P.O. Box 789, Greenville, SC 29602 (803) 268-8235
Mary Anne Bunton, *Vice President—The Liberty Corporation Foundation*

Total Educational Grants in 1981: $57,423

Purpose: To assist worthy students in furthering their education in various fields of the arts and sciences; to encourage excellence at the teaching and administrative level; to develop a broader, stronger interest in insurance as a field of study and as a prospective career; to further enhance the public image and understanding.

Support of Colleges and Universities

Unrestricted Operating Grants: $9,700. Allen University—$250; Benedict College—$250; Bowling Green University—$100; Columbia College—$1,000; Educational Foundation—$5,000; Loyola University—$500; Northwestern University—$600; Sienna Heights College—$100; Southern Methodist University—$800; Tulane University—$500; Dillard Xavier—$500; University of Toledo—$100.

Student Aid Grants: Liberty Scholars/Fellows Programs have been established at Furman University, Clemson University and the University of South Carolina. These programs are administered jointly by the respective schools and company representatives. Interested students may obtain material outlining requirements of the program from the colleges.

Departmental and Research Grants: $1,000. University of South Carolina Law School.

Employee Matching Gifts: $21,613.

Indirect Grants: $10,000. South Carolina Foundation of Independent Colleges.

Support of Students

Undergraduate Scholarships: $12,810. National Merit Scholarship Corporation.

Support of Education-Related Organizations and Associations

$2,300. South Carolina Council on Economic Education—$300; R.A. Taft Institute—$1,000; S.S. Huebner Foundation—$1,000.

Lockheed Corporation
Lockheed Leadership Fund

P.O. Box 551, Burbank, CA 91520 (213) 847-6548

Howard C. Lockwood, *Vice President, Lockheed Leadership Fund*

Total Educational Grants in 1981: $309,000

Purpose: Principally to provide assistance in the education of outstanding engineers, scientists and managers for the aerospace industry.

Significant Policies: Priority is given to institutions in locality of principal facilities with requests relating to above objective. Significant attention is given to programs for minorities and women.

Support of Colleges and Universities

Unrestricted Operating Grants: $55,250. Total of 29 grants: 18 to private; 11 to public. Typically $1,000-$3,000; one at $7,500. All to four-year institutions.

Student Aid Grants: $49,200. Includes four fellowships. $20,500 designated specifically for minorities or women.

Departmental and Research Grants: $88,000. Mostly designated to engineering or business schools. No research grants per se.

Capital Grants: $7,500.

Indirect Grants: $18,000. Includes $15,000 to UNCF.

Support of Students

Undergraduate Scholarships: $83,250. Includes 12 four-year National Merit and two National Achievement Scholarships to sons and daughters of employees; approximately $50,000 of total goes to minorities and women.

Graduate Fellowships: Four offered through universities (see Student Aid Grants, above).

Support of Education-Related Organizations and Associations

$8,000. Five small grants, including Joint Council for Economic Education.

Special Educational Support

We have a great deal of support in terms of contributions of equipment and computer software. We are members in a number of "Industry Affiliate" programs, which are not viewed as contributions per se.

Other

We have placed millions of dollars in R&D contracts with universities. These, of course, are not "contributions."

Materials available: Lockheed Leadership Fund.

Lubrizol Corporation
Lubrizol Foundation

29400 Lakeland Boulevard, Wickliffe, OH 44092 (216) 943-4200
Raymond W. Hussey, *Secretary*

Total Educational Grants in 1981: $407,481

Purpose: The Lubrizol Foundation was established in 1952 by the Lubrizol Corporation to administer the growing function of reviewing and making of grants to charitable organizations. An additional purpose was to provide a reservoir of funds to meet the on-going needs of charitable organizations one or two steps removed from annual profits of the corporation. The foundation is a private, business-related foundation, organized as an Ohio nonprofit corporation and exempt from federal income taxes. Its principal source of funds is the corporation, which generally makes an annual contribution to the foundation.

Significant Policies: Fund distribution is regional, based on plant and corporate relations.

Support of Colleges and Universities

Unrestricted Operating Grants: $99,145. To 26 private four-year schools, 15 educational related organizations, UNCF, etc.

Student Aid Grants: $162,300. To 71 private and public four-year institutions.

Capital Grants: $69,000.

Employee Matching Gifts: $77,036.

Indirect Grants: $46,645.

Materials available: Annual report.

McGraw-Hill, Inc.
McGraw-Hill Foundation, Inc.

1221 Avenue of the Americas, New York, NY 10020 (212) 997-6113
Ann M. Hardwick, *Administrator, Corporate Social Responsibility*

Total Educational Grants in 1981: $554,627

Purpose: McGraw-Hill, Inc. has long given priority to the support of education since the roles and objectives of educational institutions complement our business mission of serving the need for knowledge. The McGraw-Hill Foundation is the primary source of funds for these programs.

Significant Policies: McGraw-Hill Foundation makes grants via gift matching which in 1980 was changed to a 2-to-1 ratio for higher education. Direct grants to organizations which provide services to a broad spectrum of the education community. Direct grants to educational institutions are rarely made.

Support of Colleges and Universities

Unrestricted Operating Grants: Associates of Harvard Business School, Walter Bagehot Fellowship Program in Advanced Economic Reporting, Columbia Graduate School of Journalism.

Student Aid Grants: $12,000. Ohio University McGraw-Hill Foundation Opportunity Scholarships—$8,000; San Diego State University McGraw-Hill Foundation Opportunity Scholarships—$4,000.

Employee Matching Gifts: $323,902. Colleges—$277,122; precollege—$46,780; broadcasting—$23,309; library—$11,335.

Indirect Grants: Associated Colleges of Indiana, Independent Colleges of Southern California, Independent Colleges of New Jersey, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $46,975. 12 National Merit and 5 Achievement Scholarships; 7 one-year National Merit $1,000 awards.

Graduate Fellowships: $14,250. Coro Foundation—$6,250; Council for Opportunity in Graduate Management Education—$3,000; National Action Council for Minorities in Engineering—$3,000; National Medical Fellowships—$2,000.

Support of Education-Related Organizations and Associations

Foreign Policy Association, International House, Institute of International Education, World Council for Curriculum and Instruction, World Education, International Council on Future of the University, World Press Institute, CFAE. All grants for general operating expenses.

Special Educational Support

Support for—women: Catalyst, Women's Action Alliance, National Commission on Working Women, Overseas Education Fund, National YWCA; minorities: Aspira of America, Mexican American Legal Defense Education Fund, Puerto Rican Legal Defense and Education Fund, Chicago Education Project, Lawyers' Committee for Civil Rights Under Law; precollege: A Better Chance, National Committee for Citizens in Education, New York City School Volunteer Program, Joint Council on Economic Education, Literacy Volunteers of New York City.

Other

The McGraw-Hill Book Co., a division of McGraw-Hill, Inc., made philanthropic contributions of books and other educational materials valued at $1,385,000. The corporation made tuition payments to colleges and universities where McGraw-Hill employees have completed course work of $353,500. These costs are not included in grants total.

Materials available: Annual Report, 1981.

Manufacturers Hanover Foundation

350 Park Avenue, New York, NY 10022 (212) 350-3300
Stanley van den Heuvel, *Agent*

Total Educational Grants in 1981: $490,450*

Purpose: This program is designed to support the dual system of public and private education that is one of the strengths of our society. It is expected to help fortify our economic system and safeguard our sources of future leaders. Moreover, by matching gifts of individuals irrespective of their ties to the institutions they support, the foundation hopes that the plan will broaden support of education.

Support of Colleges and Universities

Capital Grants: $130,250. Our primary concern is with educational institutions that are within the city of New York, nonsectarian, fully accredited, offer degrees in liberal arts and business administration and are not tax-supported or technical.

Employee Matching Gifts: $192,200. The foundation will match gifts to recognized colleges, universities, secondary and elementary schools within the United States or its possessions up to a maximum of $5,000 a year for an eligible employee and for a director. Attendance at an institution is not required for matching eligibility. Contributions made in cash or in securities at a quoted market are eligible for matching. In 1981, 1,339 contributions were made to 415 eligible institutions.

Indirect Grants: $89,000. Funds have gone to foundations providing financial aid to a number of educational institutions.

Support of Students

Undergraduate Scholarships: $75,000. A special scholarship program for children of employees under the rank of vice president is administered by the Quarter Century Club of Manufacturers Hanover Trust Company. This is funded by personal donations of members as well as all other employees. The Manufacturers Hanover Fund also contributes to the program.

Graduate Fellowships: $4,000. Eisenhower Exchange Fellowships.

Other

*Tuition refunds and special grants made by the Bank to employees continuing their education—$1,013,385 (not included in grants total); Manufacturers Hanover Trust Company contributions for education and research charged to bank expense—$565,120.

Marathon Oil Company
Marathon Oil Foundation, Inc.

539 South Main Street, Findlay, OH 45840 (419) 422-2121

G.R. Jetton, Jr., *Chairman, Contributions and Memberships Committee*

Total Educational Grants in 1981-82: $1,759,306

Purpose: To assure the future growth and prosperity of American industry; to furnish more college-trained people to meet the needs of our society; to help general, social and economic understanding; and to help assure an adequate reserve of trained manpower in the fields of study having a direct bearing on our company's operation.

Support of Colleges and Universities

Unrestricted Operating Grants: $116,700. To 17 schools.

Student Aid Grants: $117,800. Each year scholarships are given to several undergraduate students in engineering and other disciplines at a number of colleges and universities. These scholarships are administered by the schools involved and the recipients are selected by them. Organization-sponsored scholarships for 1981-82 at 38 schools—$60,250; minority scholarships at various schools—$57,550.

Departmental and Research Grants: $207,000. To 98 schools.

Capital Grants: $187,000. To private colleges and universities.

Employee Matching Gifts: $542,619. The foundation matches 2 to 1 the dollar value of an eligible employee or outside director's gift of cash or securities to a qualified institution. Gifts for matching are limited to a market value of $10 or more up to a maximum of $5,000 in a calendar year.

Indirect Grants: $322,795. Special grants to education such as to the United Negro College Fund and a number of state associations of privately supported colleges and universities. Associations—$78,600.

Support of Students

Undergraduate Scholarships: $171,792. Annually, 50 outstanding sons and daughters of employees graduating from high school are recognized and given a Marathon Scholar Award of $1,500. Each Scholar is eligible to apply for a four-year undergraduate financial aid grant. Grants are based on the student's financial need and subject to a maximum of $2,000 per year.

Special Educational Support

$50,300. Fellowship program to help the general, social and economic understanding by encouraging educators through acceptance of summer employment to learn about our company and industry as a whole.

Other

The company will share an employee's tuition expense provided the course and institution are approved. Reimbursement will be 90% of tuition costs up to a maximum of nine hours per session (not included in grants total).

Mary Kay Cosmetics, Inc.
Mary Kay Foundation
Mary Kay Ash Guaranteed Annuity Trust

8787 Stemmons Freeway, Dallas, TX 75247 (214) 630-8787

Michael L. Lunceford, *Director of Public Affairs*

Total Educational Grants in 1981: $28,690

Purpose: To give as liberally as funds will permit to as many local tax-exempt civic philanthropic entities as are warranted by their written solicitations, without discrimination as to application of provided funding or type of soliciting entity unless controversial in nature.

Significant Policies: The application of provided funds is left to the discretion of the soliciting entities as to scholarships and grants for individuals. We are a very small foundation, established personally by Mary Kay Ash, and educational support approximates 30 percent-40 percent of total annual contributions.

Support of Colleges and Universities

Unrestricted Operating Grants: $5,000. Dallas Bible College, private four-year.

Student Aid Grants: $500. Dallas Baptist College, private four-year student scholarship fund.

Departmental and Research Grants: $2,000. University of Texas at Dallas, School of Management and Administration, Center of Business and Social Policy, public four-year.

Support of Education-Related Organizations and Associations

$21,190. Horatio Alger Awards Committee—$5,000; American Academy of Achievement—$5,000; Junior Achievement—$10,990; Council for Financial Aid to Education—$200.

Special Educational Support

$2,850. Dallas Independent School District—$1,900; Northwood Institute—$200; Texas A & M College of Veterinary Medicine—$500; Southern Methodist University AIESEC—$250.

The Maytag Company
The Maytag Company Foundation, Inc.

Newton, IA 50208 (515) 792-7000, Ext. 8216

Betty J. Dickinson, *Executive Director, The Maytag Company Foundation, Inc.*

Total Educational Grants in 1981: $281,316*

Purpose: In general, to cultivate and participate in a mutually helpful partnership between business and education at all levels. Specifically, (1) to assist and encourage more students to continue their education beyond high school; (2) to help support individual institutions of higher education, as well as other agencies serving special needs in this field; (3) to encourage employees toward greater personal support of higher education; and (4) to develop and/or assist with local educational projects in Newton, Iowa.

Significant Policies: Eligibility for Maytag scholarships and awards is limited to graduates of Newton (IA) High School and children of Maytag Company employees living elsewhere. Institutional recipients of Maytag grants are determined under terms of established foundation programs. We do not also make selective grants in response to appeals from individual colleges and universities. No grants are made to "precollege" educational institutions and/or causes outside of Newton, Iowa.

Support of Colleges and Universities

Unrestricted Operating Grants: $2,500. Special unrestricted grant to Drake University, Des Moines, Iowa, a private institution which is not affiliated with Iowa College Foundation but which serves many persons in the Newton area who desire to further their education at the college level by attending evening and Saturday classes at this nearby university.

Student Aid Grants: $5,500. We annually finance nine $500 scholarships for outstanding senior students in business administration or engineering at seven midwestern universities. Recipients are selected by officials at the schools where these sponsored scholarships are placed—$4,500. Grant to the I-Club Scholarship Fund at The University of Iowa—$1,000.

Cost-of-Education Supplements: $24,117. As part of Scholarship Program (see below), an annual unrestricted $500 cost-of-education supplement is given to the college attended by each "full" or "half" scholarship recipient. A supplement of $100 is paid yearly to the school attended by an "honor" scholarship recipient. In 1981, 42 schools received cost-of-education supplements to Maytag scholarships.

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*This report excludes any aid-to-education grants made by the Hardwick Stove Company of Cleveland, Tennessee, which became a wholly owned subsidiary of The Maytag Company on January 6, 1981. Hardwick's contributions program is not managed by the parent firm nor by its corporate foundation.

Capital Grants: $96,000. In 1981, an installment was paid on a five-year pledge of $480,000 to the Newton (IA) Community School District. The funds are being used to help construct a "Center for Performance" (auditorium) addition to the Newton (IA) High School. This project is being financed from private donations rather than tax revenues.

Employee Matching Gifts: $19,011. Program under which Maytag Company employees' and retirees' personal gifts to colleges and universities and the Iowa College Foundation are matched, up to $1,000 maximum per year per employee. In 1981, matching grants were paid to 71 schools plus the Iowa College Foundation.

Indirect Grants: $39,000. Unrestricted operating funds grants were paid to: the Iowa College Foundation, a fund-raising agency for 24 private Iowa colleges—$35,000; the United Negro College Fund, in support of its 41 member institutions—$4,000.

Support of Students

Undergraduate Scholarships: $92,012. Maytag Scholarship Program: Provides four-year grants to students pursuing baccalaureate-degree college programs. Awards are graduated in value according to financial need. A "full" scholarship covers tuition and fees plus providing a $300 grant each year to the student for books, supplies, travel, etc. A "half" scholarship covers 50 percent of tuition and fees and provides $150 each year to the student. An "honor" scholarship provides $100 each year to the student.

High school seniors in Newton, Iowa, and seniors living elsewhere who are children of Maytag Company employees are eligible for the annual awards competition. Recipients may attend any regionally accredited, four-year, degree-granting college or university in the United States and select any course of study. All aspects of this program are administered directly by the Foundation. In 1981, 133 students shared in Scholarship Program aid of $68,916.

Maytag Career Education Awards Program: Provides aid to young people wishing to pursue vocational-technical programs of study at any of Iowa's 15 public, two-year area community colleges. An award covers, for the duration of the career education program chosen by the recipient, the full cost of tuition, required fees, books and special supplies.

Eligible for the annual awards competition are all Newton (Iowa) High School seniors and any other high school senior whose parent is a Maytag Company employee living in Iowa. All aspects of this program are administered directly by the Foundation. In 1981, 41 students shared in Career Education Awards Program aid of $23,096.

Support of Education-Related Organizations and Associations

$1,350. Annual general operating funds grant to: Council for Financial Aid to Education, Inc.—$750; Council for Basic Education—$600.

Special Educational Support

$1,825. Sole sponsorship of annual "How to Study in College" intensive 10-hour short course for college-bound local high school graduates. Taught by a university professor, the course provides practical information on study skills, scheduling of time, concentration, preparation for examinations, motivation, interests and attitudes. Cost of 1981 course—$1,425. Sponsorship, with others, of a "Reading is Fun-damental" (RIF) program for elementary school children in the Newton (Iowa) Community School District—$400.

Other

The Maytag Company directly funds some "educational" activities (e.g. a Tuition Assistance Plan for employees) but these are properly classified as business expenses rather than contributions and, thus, are excluded from this survey.

Materials available: Four-page leaflet describing, in summary form, the giving policies and programs of The Maytag Company Foundation, Inc. In addition, printed brochures about the Maytag Scholarship Program and the Maytag Career Education Awards Program.

The Mead Corporation
The Mead Corporation Foundation

Courthouse Plaza N.E., Dayton, OH 45463 (513) 222-6323
Ronald F. Budzik, *Director, Corporate Contributions*

Total Educational Grants in 1981: $887,126

Purpose: 1. Assuring the availability of educational facilities and continuing education for employees and their families; 2. Promoting a better understanding of our economic system; 3. Encouraging minorities and females into technical education; 4. Assisting in development of new technology.

Significant Policies: Limited to technical and business degree programs and support of colleges and universities in Mead operating communities.

Support of Colleges and Universities

Unrestricted Operating Grants: $438,774. Primarily support of four-year colleges and universities (private and public) located in or near Mead operating communities.

Student Aid Grants: $15,850. Grants from Mead operations to scholarship funds of local colleges.

Departmental and Research Grants: $22,325. Support of pulp and paper technology, engineering, forestry.

Capital Grants: $242,350. Support of capital needs of colleges and universities located in or near Mead operating communities.

Employee Matching Gifts: $93,522. Mead matched 530 gifts to 197 colleges and universities. Employee gifts are matched on a 1-to-1 basis from a minimum of $25 to a maximum of $5,000 per year. Full-time employees, outside directors and their spouses are eligible; accredited, postsecondary institutions are eligible.

Indirect Grants: $18,375. State associations where Mead has operations; United Negro College Fund.

Support of Students

Undergraduate Scholarships: $13,850. Grants to local or technical education scholarship funds by Mead operations.

Support of Education-Related Organizations and Associations

$12,714. Support of organizations promoting improvement of public elementary and secondary education; Council for Financial Aid to Education.

Special Educational Support

$23,035. Support of Junior Achievement or other economic education programs in operating communities; Ohio Council on Economic Education.

Other

$6,331. Support of preschool, primary and secondary educational institutions located in Mead operating communities.

Materials available: The Mead Corporation Foundation "Gifts and Grants" brochure which covers guidelines and procedures for aid-to-education giving.

Merck & Co., Inc.
The Merck Company Foundation

P.O. Box 2000, Rahway, NJ 07065 (201) 574-4375

Grace M. Winterling, *Contributions Manager, Company; President, Foundation*

Total Educational Grants in 1981: $2,767,000

Purpose: To help meet the need for educated citizens in a democracy, the needs of Merck & Co., Inc. and other firms for educated employees in sciences and business, the needs of the health professions for physicians, pharmacists, and other health professionals, and the need for intellectual leadership in all activities of the community—education, research, business, the professions, government, and human relations.

Significant Policies: The major portion of all contributions was devoted to programs initiated by the foundation and by the company. Emphasis was given to education in medicine and related sciences.

Support of Colleges and Universities

Student Aid Grants: $226,300. Medical Student Aid Program Grants—grants to be used at the discretion of medical schools in states in which the major Company facilities are located—$170,400. Veterinary Student Aid Program—grants to all veterinary medical schools in the U.S. to be used at the discretion of the school—$55,900.

Cost-of-Education Supplements: $15,500. James J. Kerrigan Memorial Scholarships—grants to colleges.

Departmental and Research Grants: $267,000. Merck Grants for Faculty Development—$200,000; Chemical Engineering Department Grants—$27,000; Chemical Engineering Faculty Development and Graduate Study Grants—$40,000.

Capital Grants: $286,500. Capital gifts to medical schools, pharmacy schools, colleges and universities.

Employee Matching Gifts: $327,000. Higher Education—$252,000. Secondary Education—$75,000.

Indirect Grants: $210,700. United Negro College Fund—$50,000 (annual campaign); $25,000 (capital campaign payment). 40 State and Regional Associations of Independent Colleges—$135,700.

Support of Students

Undergraduate Scholarships: $55,500. James J. Kerrigan Memorial Scholarships—for children and grandchildren of company employees—$48,000; National Action Council for Minorities in Engineering—$7,500.

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Graduate Fellowships: $358,000. American Foundation for Pharmaceutical Education—$20,000; Merck Biomedical Fellowships for Minority Students—$37,500; Merck Postdoctoral Fellowships—$72,000; Merck Predoctoral Fellowships—$56,000; Merck Sharp & Dohme International Fellowships in Clinical Pharmacology—$165,000; National Medical Fellowships—$7,500.

Support of Education-Related Organizations and Associations

$39,500. American Fund for Dental Health—$2,500; Council for Basic Education—$1,000; Council for Financial Aid to Education—$3,500; Future Farmers of America—$20,000; National Fund for Medical Education—$12,500.

Special Educational Support

$553,500. American College of Cardiology/Merck Fellowships in Cardiology—a joint program with the College—$75,000; Agricultural Science Education Grants—to veterinary medical colleges and university departments concerned with animal health or plant sciences—$80,000; Educational Assistance Grants—to 15 selected departments of traditionally black colleges for facilities and program improvement to prepare and encourage minority students to seek advanced education and professional careers in the sciences—$220,000; Graduate Schools of Business Grants—$18,000; Hospital Pharmacy Studies Program Grants—a joint program with the American Society of Hospital Pharmacists Research and Education Foundation—$25,000; Jerome H. Bentley, Jr., State Science Day—awards to New Jersey high schools won by student teams participating in statewide competitive examinations in biology, chemistry and physics—$15,000; Joint Council on Economic Education—an organization developing educational materials and programs for schools from the elementary level through college and for other media to promote economic literacy among the general public—$2,500; Junior Achievement—support of national organization and local chapters to educate high school students in the free enterprise system through organizing and operating model business ventures—$13,000; New Jersey Council on Economic Education—the New Jersey chapter of the Joint Council on Economic Education—$5,000; Pharmacy Student Information Programs on Health Topics—Small grants offered to every U.S. college of pharmacy (63 participated in 1981) to assist public education programs conducted by pharmacy students—$20,000; Science Development Grants for Women's Colleges—grants to eight colleges for programs to provide research experience and encourage women students to seek advanced education and professional careers in the sciences—$80,000.

Merrill Lynch & Co.
Merrill Lynch & Co. Foundation, Inc.

One Liberty Plaza, 165 Broadway, New York, NY 10080 (212) 637-5660
John A. Fitzgerald, *Vice President*

Total Educational Grants in 1981: $695,280

Purpose: Merrill Lynch's corporate philosophy has excellence as its goal. Support to educational institutions and for educational purposes supports this continuing philosophy.

Significant Policies: The corporation provides direct support to accredited institutions of higher education, which are primarily of national or regional importance and have capabilities for useful research in a variety of fields.

Support of Colleges and Universities

Unrestricted Operating Grants: $594,453. Mostly private.

Student Aid Grants: $22,600.

Departmental and Research Grants: $176,500.

Capital Grants: $250,000.

Employee Matching Gifts: $45,227.

Indirect Grants: $6,500.

Support of Education-Related Organizations and Associations

Generally direct assistance to private regional institutions.

Special Educational Support

Industry/science liaison program at local university.

Metropolitan Life Insurance Company
Metropolitan Life Foundation

One Madison Avenue, New York, NY 10010 (212) 578-7049
Sibyl Jacobson, *President, Metropolitan Life Foundation*

Total Educational Grants in 1981: $1,166,925

Purpose: The Metropolitan Life Foundation's program of aid to education is founded on the conviction that education enriches the life of the individual and enhances the well-being of society.

Significant Policies: Contributions are made only to institutions that have been granted exemption from federal income tax under Section 501(c)(3) of the Internal Revenue Code. Grants are not made to individual elementary and secondary schools.

Support of Colleges and Universities

Unrestricted Operating Grants: $7,600. To four regionally accredited, four-year colleges and universities and one graduate teachers college for general operating purposes.

Student Aid Grants: $37,450. Most of this amount going to a nursing scholarship at a private, four-year university, and the remainder funding insurance, music and theatre scholarships at one private and two public, four-year universities.

Departmental and Research Grants: $107,450. To 16 United States private, four-year colleges and universities, two state institutions and two Canadian institutions for research in health, insurance, economics, government policy, American business and earthquakes; and to departments of insurance, nursing, medicine, economic education, real estate, mathematics, data processing, gerontology and business.

Capital Grants: $152,500. To six United States private four-year colleges and universities and 14 Canadian universities for building and endowment purposes.

Employee Matching Gifts: $254,643. United States—$253,828; Canada—$815.

Indirect Grants: $41,000. United Negro College Fund—$40,000; one Independent College Fund—$1,000.

Support of Students

Undergraduate Scholarships: $128,242. Merit/Achievement scholarships through the National Merit Scholarship Corporation and the Association of Universities and Colleges of Canada—$98,242; minority actuarial scholarship at a private, four-year university—$30,000.

Graduate Fellowships: $10,000. National Medical Fellowships.

Support of Education-Related Organizations and Associations

$38,000. To six education-related organizations for college placement activities, improved public education, aid to higher education (CFAE), health education, and a program for gifted children.

Special Educational Support

$352,115. To 23 colleges and universities and 13 other institutions/organizations allocated as follows: colleges and universities for institutional self-study —$77,600; for nutrition activities—$75,000; for programs to promote student health—$75,000; three programs for improved administration and other special needs—$12,000; a program to train Ph.D.'s for careers in business—$5,000; a special premedical education program for minorities—$80,000; other minority education activities—$13,940; two special programs in health education—$5,000; economic education activities—$8,575.

Other

$37,925. Grants under $1,000 for miscellaneous educational projects—$4,725; the remainder for a project of business-student interaction, education for the deaf, recording for the blind, children's television programming, a reading program for precollege youth, two programs for disadvantaged youth to encourage/enable pursuit of precollege studies, a nursing program in Canada, a nutrition publication, a center for scholarly research, and school volunteers.

Materials available: Foundation annual report, policy/guidelines, Student Health Grants, Awards in Nutrition, Educational Awards for self-study.

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Midland-Ross Corporation
Midland-Ross Foundation

20600 Chagrin Blvd., Cleveland, OH 44122 (216) 491-8400
Jerome C. Isham, *Vice President—Public Relations*

Total Educational Grants in 1981: $165,616

Purpose: Enhance level of learning at secondary schools and colleges.

Significant Policies: The Midland-Ross Foundation is a nonprofit corporation organized to make contributions or gifts for educational, health-care delivery, cultural and charitable purposes.

Support of Colleges and Universities

Unrestricted Operating Grants: $97,800. To 25 colleges and universities.

Employee Matching Gifts: $26,636.

Indirect Grants: $22,250.

Support of Students

Undergraduate Scholarships: $16,430. National Merit Scholarship.

Support of Education-Related Organizations and Associations

$2,500.

Mobil Oil Corporation
Mobil Foundation, Inc.

150 East 42 Street, New York, NY 10017 (212) 883-2174
Richard G. Mund, *Secretary and Executive Director*

Total Educational Grants in 1981: $6,400,117

Purpose: Recognizing that colleges and universities need broad-based support from all sectors of society to better serve a wide variety of scholarship pursuits, Mobil Foundation offers educational grants in areas such as research, technical disciplines, career counseling, and minority women's programs.

Support of Colleges and Universities

Departmental and Research Grants: $3,795,950. Approximately 600 grants.

Employee Matching Gifts: $2,011,481. Includes public/private elementary, secondary and handicapped schools.

Indirect Grants: $20,000. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $153,786. NMSC. Scholarships for children of Mobil Oil employees.

Support of Education-Related Organizations and Associations

$418,900. To 55 groups including: National Action Council for Minority Engineering—$100,000; Woodrow Wilson International Center for Scholars—$25,000; Institute for Advanced Study—$15,000; National Consortium for Graduate Degrees for Minorities in Engineering—$15,000; Joint Council on Economic Education—$12,000; Council for Opportunity in Graduate Management Education—$10,000; Council for Financial Aid to Education—$7,500.

Monsanto Company
Monsanto Fund

800 N. Lindbergh Boulevard, St. Louis, MO 63167
William F. Symes, *President, Monsanto Fund*

Total Educational Grants in 1981: $2,500,000

Purpose: To provide support for educational institutions which promote excellence in education and from which the business community draws its manpower. Particular emphasis is directed toward educational programs in the sciences, engineering, and business related areas.

Significant Policies: Support to educational organizations is kept at approximately 35 percent of overall contributions. Primary support is to private colleges and universities; public schools are supported through a limited number of restricted grants, the Matching Gifts Program, and the Aid-To-Education Program; substantial support is given to St. Louis colleges; minority programs are given high priority.

Support of Colleges and Universities

Unrestricted Operating Grants: Unrestricted grants have been given to private, four-year colleges and universities through the Rotational Grant Program. 33 colleges, which receive three-year, unrestricted grants, are rotated into the program each year and 33 are rotated off. The maximum amount contributed through this program annually is $720,000. In future years, the grants may be restricted to specific departments of colleges and universities supported.

Departmental and Research Grants: $393,000. Aid to Education grants are given to specific departments of private and public universities.

Employee Matching Gifts: $300,000. Employees gifts to accredited colleges or universities of their choice are matched 1 to 1 up to a maximum of $10,000 per employee.

Support of Students

Undergraduate Scholarships: Scholarships are given to Monsanto employee children who become National Merit finalists (this program will be expanded in future years). Also, $10,000 is awarded annually for scholarships to Monsanto/Post-Dispatch Science Fair exhibitors.

Graduate Fellowships: $15,000.—Council for Opportunity in Graduate Management Education.

Support of Education-Related Organizations and Associations

$85,500. A variety of education-related grants were made including: Council for Financial Aid to Education—$7,500; Inroads—$5,000; Junior Engineering Technical Society—$5,000; Joint Council on Economic Education—$12,000; Council for Basic Education—$1,500; Lead Program in Business—$5,000; Logos—$10,000; New Age College for Living—$10,000; Conference on Education—$5,000; Mark Twain Summer Institute—$2,000; Ranken Technical Institute—$15,000; Springboard to Learning—$2,000; A Better Chance—$1,500; Citizens Scholarship Foundation—$1,000; Educational Confederation—$2,000; University for Young Americans—$1,000.

Special Educational Support

$300,000. The Monsanto Fund assists minority education in a variety of ways, particularly in the areas of science, engineering, and business. This includes gifts to the United Negro College Fund and grants to minority engineering programs at a number of colleges and universities.

Materials available: Matching Gifts Brochure, Grants Guidelines Brochure, Social Responsibility Report.

Montgomery Ward & Co., Inc.
Montgomery Ward Foundation

Montgomery Ward Plaza, Chicago, IL 60671
Norman H. McMillan, *President*

Total Educational Grants in 1981: $450,775

Purpose: To provide general assistance to higher education within the United States.

Significant Policies: College and university grants are awarded on the basis of recommendations by Ward's personnel. They are given primarily to independent institutions.

Support of Colleges and Universities

Unrestricted Operating Grants: $217,455. Four-year private institutions—$149,500; Consumer Economics Forums—$67,955.

Employee Matching Gifts: $85,642 to four-year accredited colleges.

Support of Students

Undergraduate Scholarships: $28,645. National Merit Scholarship Corporation.

Other

$119,033—Precollegiate DECA, FFA, National 4-H, ASPIRA.

Morgan Guaranty Trust Company of New York
Morgan Guaranty Trust Company of New York Charitable Trust

23 Wall Street, New York, NY 10015
Robert F. Longley, *Senior Vice President*

Total Educational Grants in 1981: $1,078,370

Purpose: To assist in providing educational institutions with the resources required to develop and maintain programs of high quality and to encourage the bank's employees to contribute to the educational institutions of their choices.

Support of Colleges and Universities

Grants at the college and university levels: $101,600. Atlanta University Graduate School of Business Administration—$25,000; Bank Street College of Education—$20,000; Colorado School of Mines Foundation, Inc.—$5,000; Columbia University (for the Institute for Not-for-Profit Management)—$10,000; Hunter College of the City University of New York (last of two installments of a $40,000 gift)—$20,000; Mannes College of Music—$5,000; Massachusetts Institute of Technology (for the Management Program for Independent Secondary Schools)—$8,700; New School for Social Research (for the Graduate School of Management and Urban Professions)—$2,900; University of Pennsylvania (for the Rodney L. White Center for Financial Research)—$5,000.

Capital Grants: $327,500. Atlanta University Graduate School of Business Administration (first of three installments of a $60,000 gift)—$20,000; Boricua College (first of three installments of a $25,000 gift)—$10,000; Brown University (last of two installments of a $50,000 gift)—$25,000; University of Chicago (first of two installments of a $75,000 gift)—$40,000; Columbia University (for the School of Library Service)—$25,000; Fordham University (for the James R. Dumpson Chair in Child Welfare Studies)—$50,000; Hotchkiss School (first of two installments of a $25,000 gift)—$12,500; Milton Academy (first of two installments of a $25,000 gift)—$12,500; New York University (first of four installments of a $200,000 gift)—$50,000; Pace University (last of three installments of a $100,000 gift)—$25,000; St. Bernard's School, Inc. (first of two installments of a $25,000 gift)—$15,000; Saint David's School (first of three installments of a $25,000 gift)—$10,000; South Kent School (last of two installments of a $25,000 gift)—$12,500; Tufts University (for The Fletcher School of Law and Diplomacy; last of two installments of a $20,000 gift)—$10,000; Tuskegee Institute (first of three installments of a $25,000 gift)—$10,000.

Employee Matching Gifts: $222,113. The Education Matching-Gift Program, which includes colleges, universities and independent schools, provides that gifts made to eligible institutions by employees, retired employees, directors and members of the Directors Advisory Council, as well as their spouses, of Morgan Guaranty Trust Company and other Morgan companies will be matched by gifts from the Charitable Trust up to a combined total of $2,500 for a donor and spouse in a calendar year. In 1981 a total of 2,023 gifts eligible for matching were made to 584 institutions by 935 individuals. They totaled $394,888 of which $222,113 was matched in 1981, with the balance to be matched in 1982.

Indirect Grants: $22,500. United Negro College Fund, Inc.—$12,500; Council for Opportunity in Graduate Management Education, Inc.—$10,000.

Support of Students

Undergraduate Scholarships: Scholarship program for employees' children.

Graduate Fellowships: $46,700. Asian Institute of Management (Morgan Guaranty Fellowships)—$6,000; Columbia University (Morgan Guaranty Fellowships)—$15,000; Eisenhower Exchange Fellowships, Inc.—$5,000; Harvard University (Morgan Guaranty Fellowship)—$7,500; New York University (for the New York City Urban Fellows Program)—$5,700; University of Pennsylvania (Morgan Guaranty Fellowship)—$7,500.

Support of Education-Related Organizations and Associations

$105,000. Advocates for Children of New York, Inc.—$7,000; American Enterprise Institute for Public Policy Research—$10,000; The Arts Connection, Inc.—$5,000; Brookings Institution—$10,000; Green Chimneys Children's Services, Inc. (for Project Continue)—$10,000; Hoover Institution on War, Revolution and Peace—$5,000; Lincoln Center for the Performing Arts, Inc. (for the Lincoln Center Institute)—$5,000; National Association of Independent Schools, Inc.—$3,000; Public Education Association—$25,000; Recording for the Blind, Incorporated—$4,000; St. Matthew's and St. Timothy's Neighborhood Center (for the Learning Center)—$3,500; Teachers and Writers Collaborative—$2,500; United Parents Association of New York City, Inc. (for the Educational Priorities Panel)—$15,000.

Special Educational Support

$137,300. Contributions to smaller colleges and universities in recognition of their special role and needs (institutions selected receive $7,500 per year for two years; each institution listed here will also be a recipient in 1982)—$37,500. Bowdoin College—$7,500; Davidson College—$7,500; Hobart and William Smith Colleges—$7,500; Middlebury College—$7,500; Tougaloo College—$7,500.

Contributions to secondary schools (institutions selected receive $7,500 per year for two years; each institution listed here will also be a recipient in 1982) —$37,500. The Horace-Mann-Barnard School—$7,500; Miss Porter's School—$7,500; St. Mark's School – $7,500; Spence School, Inc. – $7,500; Westover School, Inc. – $7,500.

Contributions at the secondary and elementary levels – $62,300. A Better Chance, Inc. —$6,000; Broad Jump, Inc.—$10,000; Children's Aid Society (for Project LIVE)—$1,800; East Harlem Tutorial Program, Inc.—$3,000; Junior Achievement, Inc. (includes $4,000 for Junior Achievement of New York)—$5,000; Literacy Volunteers of New York City, Inc.—$3,000; Manhattan Country School, Inc.—$10,000; New York City School Volunteer Program, Inc.—$8,500; Settlement College Readiness Program, Inc. – $5,000; Phillips Academy (for the Mathematics and Science Program for Minority Students; second of three installments of a $30,000 gift)—$10,000.

Materials available: 1981 Report on The Morgan Bank's contribution to the community.

Motorola Inc.
Motorola Foundation

1303 E. Algonquin Rd., Schaumburg, IL 60196 (312) 576-6200
Marilyn J. Doyle, *Assistant Director*

Total Educational Grants in 1981: $571,340

Purpose: A major portion of contributions budget is allocated to support of fully accredited, four-year, degree-granting, privately supported colleges and universities located in or near major plant communities and significantly used by the company and/or its employees. Majority of educational requests considered at year-end.

Significant Policies: Will not support occasional capital fund drives of colleges and universities, local or otherwise. Will not support educational institutions other than locally; only exceptions are matching program, minority recruitment and technical education in selected institutions.

Support of Colleges and Universities

Unrestricted Operating Grants: $199,000. To private four-year institutions. Our plan is to expand our giving to public institutions, on a selected basis, in 1982.

Student Aid Grants: $39,067.

Departmental and Research Grants: $11,000.

Capital Grants: $17,500.

Employee Matching Gifts: $98,893.

Indirect Grants: $35,000. State associations—$19,500; national fund-raising groups—$15,500.

Support of Students

Undergraduate Scholarships: $59,910. NMSC—$49,910; National Achievement Scholarships—$4,000; Chicago Jaycee Jr. Citizenship Scholarships —$6,000.

Support of Education-Related Organizations and Associations

$25,400.

Special Educational Support

$86,470. Economic education organizations—$29,470; minority education programs—$57,000.

Materials available: Guidelines for Giving.

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Munsingwear, Inc.

245 Marquette Avenue, Minneapolis, MN 55401 (612) 340-4713
Alden M. Hanson, *Vice President—Administration and Chief Financial Officer*

Total Educational Grants in 1981: $23,224

Purpose: To support higher education through selective grants to private colleges and universities, especially those identified with the company in areas in which we have employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $350. North Dakota Independent College, Northland College.

Capital Grants: $4,000. Augsburg College, College of St. Thomas.

Employee Matching Gifts: $3,000. Company will match employee gift to any two or four-year accredited college in the United States, graduate or professional school, minimum gift of $10 and maximum gift of $300 annually.

Indirect Grants: $8,800. Alabama Association of Independent Colleges, Minneapolis College of Arts and Design, Minnesota Private College Fund, Texas Foundation of Voluntarily Supported Colleges and Universities, United Negro College Fund, South Dakota Foundation of Private Colleges.

Support of Education-Related Organizations and Associations

$7,074. Brookings Institute, Council for Financial Aid to Education, Inc., Fashion Group Foundation, Inc., Friends of the Minneapolis Public Library, Minneapolis Fellowship of Christian Athletes, Twin Cities Area Education, Minnesota State Council of Economic Education, Close-Up Foundation, University of Minnesota-Goldstein Gallery.

Nalco Chemical Company
The Nalco Foundation

2901 Butterfield Road, Oak Brook, IL 60521 (312) 887-7500 (Ext. 1556)
Rita J. Secor, *Vice President-Executive Director*

Total Educational Grants in 1981: $436,300

Purpose: Funds are received and administered for scientific, educational, and charitable purposes (within guidelines established by the foundations' board of directors).

Significant Policies: Grants to colleges and universities made to private institutions only. No grants to primary or secondary schools.

Support of Colleges and Universities

Unrestricted Operating Grants: $136,750. To 18 four-year private institutions—$123,250; to seven two-year private institutions—$13,500.

Student Aid Grants: $50,000. Six scholarship programs.

Capital Grants: $63,475. Eight grants.

Employee Matching Gifts: Administered by Nalco Chemical Company.

Indirect Grants: $104,625. Nineteen grants.

Support of Education-Related Organizations and Associations

$27,200. Junior Achievement—$25,000; Junior Engineering Technical Society—$1,200; Reading is Fundamental—$1,000.

Other

$54,250. Ten grants to disadvantaged youths.

Materials available: Annual report.

National Distillers and Chemical Corporation

99 Park Avenue, New York, NY 10016 (212) 949-5056
Elizabeth Howard, *Director, Corporate Public Relations*

Total Educational Grants in 1981: $602,261

Purpose: Over 50 percent of National Distillers and Chemical Corporation's contribution budget is directed toward education.

Significant Policies: Research grants in areas related to our industry; unrestricted gifts to colleges in plant locations; matching gift program.

Support of Colleges and Universities

Unrestricted Operating Grants: $23,100. Butler University, College for Human Services, College of Insurance, College of Mount St. Joseph, Furman University, Juniata College, Kentucky State University, Miami University (Ohio), Rio Grande College, University of Cincinnati, University of San Francisco, Urbana College, Xavier University.

Departmental and Research Grants: $116,300. Harvard University-Mendelson-Mello Research Harvard Medical School—$10,000; MIT—$100,000; other—$6,300.

Employee Matching Gifts: $314,017.

Indirect Grants: $43,500.

Support of Students

Undergraduate Scholarships: $97,478. National Merit Scholarship program.

Support of Education-Related Organizations and Associations

$1,150. Freemarket Education Foundation, National Association for Practical Nurse Education.

Special Educational Support

$1,500. Earlham College, Tom Marvel Fund; Meeting Street School for the Handicapped Children.

Materials available: Matching Gift brochure and leaflet describing National Distillers and Chemical Corporation Merit Scholarship Program.

New York Life Insurance Company
New York Life Foundation

51 Madison Avenue, New York, NY 10010 (212) 576-7341
Carol J. Reuter, *Executive Director*

Total Educational Grants in 1981: Foundation—$500,455
Company —$ 25,000

Purpose: The educational support programs of New York Life and the New York Life Foundation provide assistance to private institutions of higher education to demonstrate our belief in the vital role of private colleges and universities in continuing the essential quality of the American system of education.

Support of Colleges and Universities

Unrestricted Operating Grants: $60,000. Includes direct annual grants to the College of Insurance, and to Fordham University, Manhattan College, Pace University, New York University and St. John's University through the Local Colleges Support Program.

Capital Grants: $28,000. To the American College of Life Underwriters for its Graduate Study Center.

Indirect Grants: $197,000. Annual unrestricted grants to each of the 39 state and regional associations affiliated with the Independent College Funds of America and to the United Negro College Fund.

Support of Students

Undergraduate Scholarships: $183,300. In cooperation with medical schools in the United States and Canada, New York Life awards scholarships to assist young men and women who would otherwise have serious problems attending medical school. Scholarship support was also given through the National Achievement Scholarship Program.

Support of Education-Related Organizations and Associations

$2,000. General operating support for the Council for Financial Aid to Education.

Special Educational Support

$55,155. General operating support for several organizations including the Joint Council on Economic Education, Catalyst and the Women's Center for Education and Career Advancement—National Council of Negro Women in New York City, which provides a better understanding of business careers and methods of advancement within the system. Support is also given to Junior Achievement's Project Business which helps young students understand the American economic system and the Business and Professional Women's Foundation program of scholarships for women interested in career advancement. A program of scholarships for minority students studying real estate was instituted to help increase the number of minority professionals in the real estate finance area.

New York Telephone

1095 Avenue of the Americas, New York, NY 10036 (212) 395-7716
John N. Fallon, *Vice President, Public Relations*

Total Educational Grants in 1981: $1,027,607

Purpose: Through our contributions program, New York Telephone seeks to support those organizations that strengthen the welfare of communities that we serve and where our employees live. Our grants to education are made to encourage quality education in New York, the maintenance of a well-informed citizenry and the development of an educated future work force. The company supports the needs of higher education through direct grants and support of capital campaigns as well as through its Matching Gift Program. It encourages employees to do likewise.

Significant Policies: Unrestricted grants are limited to privately supported, independent colleges within the area of New York State served by New York Telephone. Support is also given to education-related organizations and associations. Additionally, beginning with the school year of 1980-81, the company initiated a scholarship program for the children of employees. The scholarship money can only be used for attendance at schools in New York State. This money is not part of the contributions budget.

Support of Colleges and Universities

Unrestricted Operating Grants: $168,500. To 40 private, accredited, four-year colleges in the area served by New York Telephone. Amounts ranged from $1,000 to $14,000.

Capital Grants: $121,000. To ten private, four-year colleges and universities. Includes partial payments of pledges covering up to five years.

Employee Matching Gifts: $570,000. Company matches gifts of $25 to $500 on a 2-to-1 basis and $501 to $10,000 on a 1-to-1 basis each calendar year to accredited two-year or four-year institutions of higher education, both public and private.

Indirect Grants: $60,500. To 22 private, accredited four-year colleges through the Empire State Foundation of Independent Liberal Art Colleges, Inc. (now called the Independent College Fund of New York).

Support of Students

Undergraduate Scholarships: A scholarship program for children of employees was initiated in 1979. Fifty scholarships ranging in amounts from $250 to $1,500 annually were awarded during the 1981-82 school year. A total of $15,000 was contributed to the National Scholarship Service and Fund for Negro Students to support minority students within New York State.

Special Educational Support

$2,500. New York State Council on Economic Education.

Other

$90,107. Includes contribution portion of tickets for dinners and other benefits for colleges, education programs for the handicapped, minorities, special education, etc.

Northeast Utilities

P.O. Box 270, Hartford, CT 06141-0270 (203) 666-6911
William J. Naughton, *Director-Employee Training*

Total Educational Grants in 1981: $113,002

Purpose: The purpose of the Northeast Utilities Educational Grants Program is to support and strengthen higher education by providing financial assistance to: (1) educational institutions of higher learning in the company's service area, and (2) programs of special interest to the company in higher education.

Significant Policies: Grants to colleges and universities are made payable to the "President's Discretionary Fund" or to specific programs and projects. A Matching Gift Program is also available which provides for a corporate contribution matching up to $1,000 in any calendar year to an approved college, university, or private secondary school accredited by the appropriate regional accreditation agency. Eligibility is available to employees, retirees, trustees, and their spouses.

Support of Colleges and Universities

Unrestricted Operating Grants: $25,000. President's Discretionary Fund.

Student Aid Grants: $19,250. Massachusetts Institute of Technology—Sherman R. Knapp Graduate Scholarship—$10,000; University of Connecticut—Minority Leadership Program—$4,000; University of Massachusetts—Minority Engineering Program—$2,500; Wesleyan University—Etherington Community Scholarship Fund—$2,750.

Departmental and Research Grants: $25,000. Rensselaer Polytechnic Institute—Departmental Grants for Nuclear Engineering—$15,000; Rensselaer Polytechnic Institute—Philip Sporn Chair in Electric Power—$10,000.

Capital Grants: $10,000. University of Hartford—Capital Fund.

Employee Matching Gifts: $25,752.

Indirect Grants: $2,000. United Negro College Fund.

Support of Education-Related Organizations and Associations

$1,000. Council for Financial Aid to Education.

Special Educational Support

$5,000. Hartford Graduate Center—Affiliates Program (Industry-Education Coordination)—$2,500; Harvard University—Associates Program (in support of management seminars, etc.)—$2,500.

Other

$194,364. Tuition refund (not included in grants total).

Materials available: Matching Gifts to Education forms.

The Northern Trust Company
The Northern Trust Company Charitable Trust

50 S. La Salle Street, Chicago, IL 60675 (312) 444-3538
Marjorie W. Lundy, *Community Affairs Officer*

Total Educational Grants in 1981: $181,171

Purpose: Improve quality of life in metropolitan community where we live and work.

Significant Policies: Major grants to local colleges and universities; matching gifts made by employees to institutions of higher learning.

Support of Colleges and Universities

Unrestricted Operating Grants: $7,000. Roosevelt University (independent, four-year)—$5,000; DePaul University (Roman Catholic, four-year)—$2,000.

Cost-of-Education Supplements: $500. Northern Illinois University, student scholarship.

Departmental and Research Grants: $20,500. Central YMCA Community College—$2,000; Columbia University Business School—$2,500; Northwestern University Banking Research Center—$6,000; University of Notre Dame College of Business—$2,000; University of Illinois/Circle Campus—$500; DePaul University—$5,000 (Commerce School renovation); University of Miami School of Medicine—$2,500 (towards endowment of library).

Capital Grants: $30,000. Illinois Institute of Technology—$10,000 (Endowment); University of Illinois—$10,000; Northwestern University—$10,000.

Employee Matching Gifts: $86,349 (404 gifts).

Indirect Grants: $16,250. Consortium for Graduate Study in Management—$2,000; United Negro College Fund—$3,500; Associated Colleges of Illinois—$10,000; Council for Opportunity in Graduate Management Education—$750.

Support of Education-Related Organizations and Associations

Aspira Inc. of Illinois—$2,500-general support; Council for Financial Aid to Education, Inc.—$1,200-general support; Institute of International Education—$250-general support.

Other

$2,000. Georgetown University—finance salary and staff of Dr. Arthur Burns as a "Distinguished Visiting Lecturer."

Oglebay Norton Company
Oglebay Norton Foundation

1100 Superior Avenue-21st floor, Cleveland, OH 44114 (216) 861-2815
John Limbocker, Jr., *Vice President-Corporate Affairs*

Total Educational Grants in 1981: $128,160

Support of Colleges and Universities

Unrestricted Operating Grants: $27,300. To 11 colleges and universities.

Student Aid Grants: $3,000.

Capital Grants: $9,700.

Employee Matching Gifts: $24,905.

Indirect Grants: $9,800.

Support of Education-Related Organizations and Associations

$9,850. Various organizations connected with education.

Materials available: Matching Gift Program brochure.

Olin Corporation
Olin Corporation Charitable Trust

120 Long Ridge Road, Stamford, CT 06904 (203) 356-3301

Carmella V. Piacentini, *Manager, Corporate Contributions and Community Relations*

Total Educational Grants in 1981: $556,920

Purpose: Olin and The Olin Charitable Trust are interested in joining with industry in supporting the needs of high-quality education so that American business may be assured of new knowledge, a supply of educated manpower, and an economic, social and political environment in which it can survive and progress.

Significant Policies: Primary consideration given to communities and states where Olin Corporation has operating facilities, programs in science and engineering and of value in support of business and free enterprise.

Support of Colleges and Universities

Unrestricted Operating Grants: $9,000. Fairfield University, Sacred Heart University, University of New Haven, Georgia Institute of Technology Development Fund.

Student Aid Grants: $28,800. The Olin Summer Project Grant Program was conceived with the idea of providing an opportunity for exceptional undergraduate students to do research work, in most instances for the first time, with an outstanding professor on a creative project. Up to the time this program was established, research support usually had been given at the graduate level. The Summer Project Grant affords the recipient an opportunity to work on a project in his area of interest. In 1963, the year it was initiated, ten grants were made. Eighteen were awarded in 1981. The emphasis is in the departments of metallurgical, mechanical, and chemical engineering, with some grants going to chemistry departments. Through 1981 a total of 536 students have received this grant.

Cost of Education Supplements: $13,180. Clemson University Minority Co-op Program, University of Missouri-Rolla Minority Engineering Program, Southern Illinois University (Presidential Scholars), Engineering Student Conferences, University of Connecticut Freshman Fellowships, Cornell University Master of Engineering, Program Scholarships.

Departmental and Research Grants: $25,500. Southern University, Tulane College of Engineering, University of Illinois, Illinois Institute of Technology, Stevens Institute of Technology, University of Rochester.

Capital Grants: $58,000. United Negro College Fund, Rice University, Rose-Hulman Institute of Technology, Harvard University, University of Connecticut Foundation, Wake Forest University.

Employee Matching Gifts: $192,179. The Olin Corporation Charitable Trust Plan for Matching Gifts to Educational Institutions was initiated January 1, 1962. This program provides for the Charitable Trust to match gifts of Olin Corporation employees from $10 to $5,000 to colleges and universities, and $10 to $5,000 to privately supported nonprofit secondary schools in any calendar year. Gifts in 1981 were distributed as follows: state universities —$26,880; private colleges—$128,236; private secondary schools—$35,568; college funds—$1,495.

Indirect Grants: $25,100. Independent College Funds of America, United Negro College Fund, New England College Fund, Tennessee Independent Colleges Fund, Kentucky Independent College Fund.

Support of Students

Undergraduate Scholarships: $66,900. Scholarship aid given employee's children at Olin's East Alton, Illinois plant and at Olin's Pisgah Forest, North Carolina plant; programs are administered by management of these facilities—$38.900. Also National Merit/Achievement Scholarships—$28,000.

Support of Education-Related Organizations and Associations

$28,000. National Action Council for Minorities in Engineering, National Society of Black Engineers Chapter at Purdue University, Society of Hispanic Professional Engineering Foundation, Southeastern Consortium for Minorities in Engineering, American Chemical Society, American Society for Engineering Education, College Placement Council Foundation, Association of Governing Boards of Universities and Colleges, Coalition of Private University Students (COPUS), Council for Financial Aid to Education, Council for Basic Education, Washington Center for Learning Alternatives.

Special Educational Support

$12,500. Accreditation Board for Engineering and Technology/Minority Introduction to Engineering (MITE) Program, University of Bridgeport—Engineering for Disadvantaged Youth, Chemical Industry for Minorities in Engineering (CHIME) for secondary education in chemical engineering, Carnegie-Mellon C-MAP program for secondary level, Dartmouth College—Native American Resource Center to encourage Native American scientific development, Michigan Technological University/Women in Engineering.

Other

$97,761. Support to education organizations and activities conducted at plant locations.

Pacific Gas and Electric Company

77 Beale Street, San Francisco, CA 94106 (415) 781-4211
Richard A. Clarke, *Vice President and Assistant to the Chairman*

Total Educational Grants in 1981: $457,583

Purpose: To help maintain the quality and wide availability of higher education in the company's service area in the broad interest of its employees, shareholders and customers; to meet its responsibilities as a responsive member of the communities it serves; and to open and maintain two-way communication with the local academic community.

Significant Policies: To assist in furthering educational programs of special interest to the company and its service area; to support organizations concerned with furthering the quality of education generally and in specific areas such as science, engineering or economic education; and to further on-campus research of regional or national significance to the utility industry.

Support of Colleges and Universities

Unrestricted Operating Grants: $147,980. Company makes direct grants to more than 25 colleges and universities in its service area. Most of those going to private institutions are unrestricted. Those going to tax-supported colleges are normally directed to a specific department or program. The unrestricted portion of 1981 gifts amounted to $147,980 and went to 15 private colleges and seven public colleges, three of which were two-year schools.

Student Aid Grants: Since the company sponsors its own scholarship programs, it does not contribute to institution-administered programs. However, some of the unrestricted gifts have been directed to student aid or fellowships at the discretion of the recipient institutions.

Departmental and Research Grants: $108,775 for restricted grants; $3,500 was given to an institution outside the company's service area in a field of significance to the utility industry. The remainder went to two private and four public universities in Northern California for activities of importance to the company, the industry or the community.

Capital Grants: $44,000. Capital grants normally are paid over a period of years unless they are quite small, and are given to both private and tax-supported institutions.

Indirect Grants: $7,600. To national associations and other fund-raising groups.

Support of Students

Undergraduate Scholarships: $116,530. Company-sponsored scholarship programs are directed to high school seniors residing in the company's service area in Northern and Central California. Seventeen $4,000, four-year scholarships and 34 $1,000 runner-up scholarships were provided. Two four-year scholarships are reserved for children of employees and two for members of minority groups. The remaining 13 are awarded on a geographic basis, and there are no restrictions on the recipient's choice of school. The figure cited above does not include administration costs.

Support of Education-Related Organizations and Associations

The company also supports programs, associations and institutions involved in economic education, precollege education and vocational training. Donations in these areas amounted to $17,940 for economic education, $5,450 for vocational training, $6,383 for miscellaneous precollege education, and $2,925 for other education-related seminars, conferences, etc., for a total of $32,698 in these areas. The company also sponsors an educational and training program for its employees which offers courses both related and unrelated to the utility industry and has devoted significant resources to education in the fields of energy and energy conservation on campus through teacher training programs and student-based activities. Selected employees are sent each year at company expense to engineering, executive and management development programs at Western universities, and others are reimbursed for the cost of industry-related courses.

Pacific Mutal Life Insurance Company

700 Newport Center Drive, P.O. Box 9000, Newport Beach, CA 92660
(714) 640-3014
Contributions Committee

Total Educational Grants in 1981: $120,345

Purpose: To contribute to the overall development of education through support of both private and public institutions.

Significant Policies: Grants determined in September and approved in October by company board of directors for following year. Majority of contributions limited to California area.

Support of Colleges and Universities

Unrestricted Operating Grants: $14,100. Ten grants to private four-year institutions—$11,500; four grants to public four-year institutions—$2,600.

Departmental and Research Grants: $15,300. Four grants to private four-year institutions—$11,000; three grants to public four-year institutions—$4,300.

Capital Grants: $8,000. Two grants.

Employee Matching Gifts: $52,595. Pacific Mutual matches on a 1-to-1 basis employee contributions to institutions of higher learning, provided contributions are a minimum of $25 and total per employee not to exceed $2,000 per year. All full-time employees with one year of continuous service are eligible.

Indirect Grants: $6,000. Independent Colleges of Southern California.

Support of Students

Undergraduate Scholarships: $1,300. Youth Opportunities Foundation—$1,000; Mexican-American Business and Professional Scholarship—$300.

Graduate Fellowships: $7,250. Golden State Minority Foundation—$1,250; Insurance Medical Scientist Scholarship Fund—$1,000; Stanford University Minority Business Scholarship—$5,000.

Support of Education-Related Organizations and Associations

$12,800. Coro Foundation—$2,000; Constitutional Rights Foundation-Business in Classroom—$500; Economic Literacy Council of California—$2,500; Invest-in-America—$250; Junior Achievement of Orange County—$500; Council for Financial Aid to Education—$750; Newport-Mesa Schools Foundation—$5,000; Los Angeles Actuarial Club-Math Field Day—$300; United Negro College Fund—$1,000.

Special Educational Support

$8,000. Environmental Learning Center—$5,000; Mardan Center for Educational Therapy—$3,000.

Other

$8,000. American Enterprise Institute—$1,000; University of California, Irvine Conference Center—$5,000; California Academic Decathlon Association—$1,000; Orange County Academic Decathlon—$500; Society of Actuaries-Minority Recruiting Program—$500.

Pacific Telephone Company

140 New Montgomery Street, Room 1723, San Francisco, CA 94105
(415) 542-4063

Gerald D. Blatherwick, *Vice President, Public Relations*

Total Educational Grants in 1981: $423,000

Purpose: Pacific Telephone recognizes that it is in everyone's best interest to stimulate the overall vitality of communities within our serving areas in California and Nevada. Support for education is a continuing priority for Pacific Telephone, and in particular the company contributes to: Corollary programs to the company's Educational Relations Program at all levels of education. Innovative teaching programs at the secondary level of education which are designed to develop skills within disadvantaged communities. Selected development campaigns of private universities and colleges and programs of special merit in other institutions and organizations in the field of higher education. Universities, colleges and similar educational institutions (including associations of colleges, technical colleges and community colleges) based on their prominence in California and/or Nevada and history as a source of employees for Pacific Telephone. Nonprofit educational associations which are aimed at development of economic education. Programs aimed at the development of quality teaching practices.

Support of Colleges and Universities

Unrestricted Operating Grants: $84,775. To accredited four-year colleges in the areas served by Pacific Telephone.

Indirect Grants: $94,000. Independent Colleges of Northern California and Southern California.

Other

$244,225. Foundation for Teaching Economics, Industry Education Council of California, Coro Foundation, Junior Achievement, Thomas Jefferson Research Center, Enterprise for High School Students, San Francisco School Volunteers, Invest in America, Nevada Council on Economic Education.

Panhandle Eastern Corporation

P.O. Box 1642, Houston, TX 77251-1642 (713) 669-3811
H. E. Schulze, Jr., *Vice President-Administration*

Total Educational Grants in 1981: $428,717

Purpose: (1) To express the company's civic responsibility to the communities in which it operates and has employees. (2) To support financially educational activities that will benefit a wide segment of the population, including a significant number of employees of the company and their families.

Significant Policies: No scholarship monies are administered through the company except for the W.G. Maguire Scholarships which are limited to children of employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $34,910. Unrestricted grants to selected institutions usually local to our installations and offices. Both public and private colleges and universities included in the 16 institutions participating. Two two-year community colleges included—$34,475; five gifts to high schools local to our installations, including two with vocational-technical programs—$435.

Student Aid Grants: $6,100. Twelve gifts to scholarship funds of selected institutions local to our installations and offices.

Cost of Education Supplements: $2,000. Two gifts to institutions local to installation and/or office.

Departmental and Research Grants: $117,000. Eleven grants to selected institutions local to our installations and offices, predominantly for energy and environmental research engineering—$80,500; six gifts—$36,500.

Employee Matching Gifts: $155,232. Matching is on 2-to-1 basis for employee, retiree and company directors' gifts to eligible educational institutions. Maximum company matching gift per individual is $5,000 annually.

Indirect Grants: $31,350. Eleven gifts to organizations operating in areas local to our installations and offices.

Support of Students

Undergraduate Scholarships: $62,450. W. G. Maguire Scholarships for children of employees (ten $5,000 scholarships annually, and five additional gifts).

Support of Education-Related Organizations and Associations

$19,675. Twenty grants to organizations which provide for dissemination of information re energy, environmental and economic problems and solutions.

Other

$45,527. Educational Assistance Plan—to assist employees in acquiring additional education which will be beneficial to them in the performance of their present duties or in preparing themselves for future assignments (not included in grants total).

Materials available: Matching-gifts brochure.

J. C. Penney Company, Inc.

1301 Avenue of the Americas, New York, NY 10019 (212) 957-7523
Elizabeth H. Costas, *Corporate Contributions Manager*

Total Educational Grants in 1981: $840,000

Purpose: To demonstrate good corporate citizenship and to reinforce the economic and cultural impacts of higher education institutions on the communities where we do business.

Significant Policies: Majority of support is to be made by local stores and units to local institutions, at option of local manager. A corporate budget funds coalition of colleges, a matching-gift program and national organizations. Grants to individual schools are not, in the most part, made from the corporate offices.

Support of Colleges and Universities

Unrestricted Operating Grants: $440,000. From stores and facilities.

Departmental and Research Grants: $125,000. University of Missouri School of Journalism—$100,000; Parsons School of Design—$20,000; Textile Research Institute—$5,000.

Employee Matching Gifts: $90,000.

Indirect Grants: $50,000. Through 39 independent college funds—$45,000; United Negro College Fund—$5,000.

Support of Students

Undergraduate Scholarships: $45,000. National Merit Scholarships for children of employees.

Support of Education-Related Organizations and Associations

General support to: Association of Governing Boards, National Fund for Medical Education, Association of American Colleges, Council for Financial Aid to Education, College Placement Services.

Pennsylvania Power & Light Company

Two North Ninth Street, Allentown, PA 18101 (215) 770-5385

Marjorie H. Lauer, *Manager—Human Resource and Development Administration*

Total Educational Grants in 1981: $198,593

Purpose: Our constant aim is to be an institution which is humane, responsible and contributive to the betterment of our society. We strive towards a broad-based corporate giving program largely directed to organizations working primarily or exclusively in our service area (central eastern Pennsylvania).

Significant Policies: Contributions may be considered for the improvement of facilities and quality of education of accredited, privately-supported colleges, universities and two-year colleges in the service area. We will consider support to restricted endowment funds as well as capital drives.

Support of Colleges and Universities

Student Aid Grants: $4,250. Scholarship assistance to minorities at local institutions.

Capital Grants: $71,000. To 20 service-area colleges.

Employee Matching Gifts: $65,318. Employee and retiree contributions from $15-2,000 to four-year colleges or universities are matched by the company. Contributions to qualifying service-area institutions are matched on a 2-to-1 basis.

Indirect Grants: $20,825. To Foundation of Independent Colleges for distribution to seventeen member colleges in the service area.

Support of Students

Undergraduate Scholarships: $16,980. NMSC—$12,830, remainder to minority scholarships through NAACP and Urban League.

Support of Education-Related Organizations and Associations

$7,710. Local high school engineering program for minorities—$695; College Placement Services—$750; economic education programs—$6,040; miscellaneous—$225.

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PepsiCo, Inc.
PepsiCo Foundation

Purchase, NY 10577 (914) 253-3153
Jacqueline R. Millan, *Manager, Corporate Contributions*

Total Educational Grants in 1981: $576,821

Purpose: The PepsiCo Foundation supports many educational endeavors primarily in the form of financial aid to college funds, universities, scholarships, fellowships, research programs and the Matching Gifts to Education Program, because the foundation views the support of higher education as an investment in our society's future. The Matching Gifts to Education Program was established in 1977 to benefit those institutions which our employees had attended and were financially supporting.

Significant Policies: The foundation is particularly interested in the support of graduate business schools, minority higher education and economic education programs.

Support of Colleges and Universities

Unrestricted Operating Grants: $81,250. Private four year—$75,500; public four year—$5,750.

Student Aid Grants: $10,400. Skowhegan School of Painting and Sculpture, Grenville Baker Boys Club.

Departmental and Research Grants: $165,600. Columbia University Graduate School, University of Pennsylvania Corporate Support Program.

Employee Matching Gifts: $75,751.

Indirect Grants: $4,500. Michigan Colleges Foundation.

Support of Students

Undergraduate Scholarships: $35,820. National Merit Scholarship Corporation for 10 four year renewable scholarships for children of employees.

Support of Education-Related Organizations and Associations

$6,750. National Institute for the Foodservice Industry, CFAE, Food and Drug Law Institute, Institute of International Education.

Special Educational Support

$64,650. Economic Education—grants to Junior Achievement Chapters, Distributive Education Clubs of America, Joint Council on Economic Education.

Other

$165,500. Minority Education—grants to United Negro College Fund, LEAD, Meharry Medical College, Aspira.

Materials available: Policy statement.

Pfizer Inc.
The Pfizer Foundation

235 East 42nd Street, New York, NY 10017 (212) 573-7578
Mary Beth Erb, *Manager, Corporate Support Programs*

Total Educational Grants in 1981: $849,475

Purpose: Pfizer Inc. provides financial assistance to educational institutions which are primarily: 1) undergraduate and graduate-level institutions; 2) private rather than tax-supported schools; 3) schools with which the company has recruitment relationships; 4) schools in or near Pfizer-facility communities; and 5) schools which may have programs of special interest to the company. The Pfizer Foundation's support of education also focuses on undergraduate and graduate-level institutions. Preference is given to private rather than tax-supported schools; funding of primary and secondary schools is limited to special programs or projects which relate to the foundation's other support categories.

Support of Colleges and Universities

Unrestricted Operating Grants: $69,789. Unrestricted operating support is provided to accredited colleges and universities. Contributions were from Pfizer Inc. and The Pfizer Foundation combined.

Departmental and Research Grants: $263,166. Grants are given primarily to departments and/or research programs in the fields of engineering, business/medical education and economic/public policy. Grants were from Pfizer Inc. and The Pfizer Foundation combined.

Capital Grants: $47,500. Capital contributions to renovate/construct/equip classroom facilities, laboratories, etc are provided. Grants were from Pfizer Inc. & The Pfizer Foundation.

Employee Matching Gifts: $178,200. Pfizer Inc. will match 1 to 1 individual employee/retiree/director contributions to a broad range of nonprofit [501(C)(3)] educational, health care, civic, social service and cultural organizations up to a maximum of $5,000 per person per calendar year; minimum gift is $10.

Support of Students

Undergraduate Scholarships: $72,288. Children of Pfizer employees are eligible for scholarships from $500 to $2,000 per year through the National Merit Scholarship program. Funds contributed by the company.

Support of Education-Related Organizations and Associations

$138,832. Pfizer Inc. and The Pfizer Foundation contribute to national and regional educational associations which support smaller independent schools, as well as those which work to improve educational opportunities in business/medical/scientific education. Organizations whose programs focus on issues such as the role of private education, industry-academic cooperation and education-economic policy reserach are also supported. Contributions were from Pfizer Inc. and The Pfizer Foundation combined.

Special Educational Support

$79,700. Pfizer Inc. and The Pfizer Foundation support programs designed to improve educational opportunities for all protected group members, particularly in technical fields such as science, chemical engineering and business administration. In addition, support is given to various organizations whose work fosters the development and implementation of programs in economic education.

Other

Educational Assistance Plan: The company will reimburse 100 percent of tuition, laboratory and materials fees for an approved course at an approved educational institution, provided the course is satisfactorily completed.

Materials available: Annual Report.

Phelps Dodge Corporation
Phelps Dodge Foundation

300 Park Avenue, New York,,NY 10022 (212) 940-6446
Edwin D. Frost, Jr., *President, Phelps Dodge Foundation*

Total Educational Grants in 1981: $463,000

Purpose: The enhancement of higher education in the United States through financial support of institutions and individuals possessing demonstrated records of proficiency and achievement in their fields.

Significant Policies: As a rule, educational institutions selected for support are those which have an affinity with the disciplines of geology, mining and metallurgical engineering and metals processing, and which are in geographical proximity to the corporation's operations.

Support of Colleges and Universities

Unrestricted Operating Grants: $172,000. To 43 institutions.

Student Aid Grants: $113,000. To students at ten institutions.

Employee Matching Gifts: $76,000.

Indirect Grants: $44,000. Through nine associations.

Support of Students

Undergraduate Scholarships: $58,000. National Merit Scholarship Corporation.

Philip Morris Incorporated

120 Park Avenue, New York, NY 10017 (212) 880-3271
Alan Weinblatt, *Manager, Corporate Contributions*

Total Educational Grants in 1981: $2,579,075

Purpose: Philip Morris' educational giving is aimed at advancing higher education at both the local level—in communities where a large number of our employees live and work—and at the national level. Contributions are made to strengthen existing educational programs and to stimulate the growth of new knowledge through research and teaching.

Significant Policies: Philip Morris' educational support is directed toward institutions of higher education and independent college funds in our major plant communities and locations where we conduct extensive recruiting efforts. Organizations selected to receive funding should satisfy one or more of the following criteria: assist communities where Philip Morris has a presence or market; meet a recognized need; benefit a wide segment of the population; and improve the corporate climate. Generally, support is not provided for capital fund drives, nor is assistance ordinarily given to secondary or elementary schools.

Support of Colleges and Universities

Unrestricted Operating Grants: General operating grants were given to colleges and college funds in our major plant communities and where we recruited graduates. Philip Morris prefers to offer funding to private four-year institutions rather than to public institutions.

Student Aid Grants: Several Philip Morris grants earmarked for scholarship or fellowship funds included: The Philip Morris Food Distribution Scholarship Programs at Cornell University, Michigan State University, University of Southern California at Los Angeles, Academy of Food Marketing of St. Joseph's University and Western Michigan University; Miller Engineering Scholarships at North Carolina Agricultural and Technical State University; Alcorn State University, Grambling State University, and Southern University College of Engineering; the Philip Morris Minority Fellowship for M.B.A. Students at Stanford University; and the Philip Morris Supplementary Fellowship Program at the Institute of International Education.

Departmental and Research Grants: Philip Morris contributed to an industry-wide independent research grant-making body known as the Council for Tobacco Research as well as to research programs developed by several major medical schools in the U.S. Other grants were given to the University of Kentucky Research Foundation—Tobacco Extension Work and the University of Alabama Nutritional Sciences Center.

Capital Grants: A limited number of capital grants were made in 1981. These include contributions to United Negro College Fund's Revolving Endowment Fund, St. Norbert College, Washington and Lee University, and the New Direction, Inc.

Employee Matching Gifts: $456,595. 1,400 employee gifts totaling $341,609 were matched to colleges, universities, and private secondary schools. In

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addition, 540 gifts to cultural institutions, hospitals, and conservation and environmental associations were matched totaling $114,986. The maximum amount per employee per year is $15,000, with a $10,000 maximum per institution.

Indirect Grants: Independent college funds are supported in those states where Philip Morris maintains a corporate presence; support levels are influenced by employee numbers. In 1981, Philip Morris contributed to 18 funds and offered a significant gift to the United Negro College Fund.

Support of Students

Undergraduate Scholarships: The Philip Morris College and Vocational/Technical Scholarship Award Programs provide renewable grants to children of full-time employees. Winners are selected competitively. Based on financial need, college awards begin at $1,000 while the vocational/technical scholarships vary in amount from $500 to $2,500. In 1981, approximately 425 students received scholarships. The Educational Testing Service assists Philip Morris in the administration of the programs.

Graduate Fellowships: Support was provided to several organizations including the Consortium for Graduate Study in Management, National Medical Fellowships, and the Council for Opportunity in Graduate Management Education.

Support of Education-Related Organizations and Associations

General operating grants were provided to several education-related groups throughout the U.S. Organizations included the Council for Financial Aid to Education, Council for Advancement and Support of Education, and the Institute for Applied Economics. Funding consideration depends upon the educational contribution of each organization. Support of United Student Aid Fund.

Special Educational Support

The Philip Morris Career Scholarship Program awards grants to individuals, 23 years of age or older, whose education has at some time been interrupted and who are starting or continuing an undergraduate degree or certificate program on a part-time basis. Awards are based on financial need, vary in amount to a maximum of $1,500, and are renewable for two additional years. This program is available in our major plant communities in Richmond, Virginia; Louisville, Kentucky; Milwaukee, Wisconsin; and St. Louis, Missouri. The Philip Morris Vocational/Technical Career Scholarship Pilot Program provides grants of up to $1,200 to students seeking completion of their high school education or enrolled in an approved vocational/technical degree or certificate program. Grants are based on financial need and are renewable for two additional years. Applicants must have been out of school for at least 12 months. The program is available in our plant communities of Louisville, Kentucky and Milwaukee, Wisconsin.

Other

Tuition reimbursement for employees.

Materials available: Corporate giving guidelines and policy.

Phillips Petroleum Company
Phillips Petroleum Foundation, Inc.

Phillips Building, Bartlesville, OK 74004 (918) 661-6248

Total Educational Grants in 1981: $4,925,674

Support of Colleges and Universities

Unrestricted Grants: $1,311,298. In support of private education.

Student Aid Grants: $115,950. 48 grants, up to $3,500, to 24 universities.

Departmental and Research Grants: $792,890. Accounting enrichment programs—$54,000; fellowship and research grants—$561,390; industrial associates program—$177,500.

Employee Matching Gifts: $878,825. Gifts matched on 2-to-1 basis to 410 institutions.

Support of Students

Undergraduate Scholarships: $375,850. For employee children—$264,000; in Phillips' communities—$111,850.

Support of Education-Related Organizations and Associations

$133,450. Professional societies.

Special Educational Support

$1,317,416. College internships—$6,000; cooperative engineering student exchange program—$5,860; minority programs—$121,232; professional development grants for students and faculty in engineering, physical sciences, geological sciences, mathematics, statistics and business administration—$213,400; economic education—$705,359; international education—$265,565.

Polaroid Foundation, Inc.

750 Main Street, Cambridge, MA 02139 (617) 577-4035
Marcia Shiff, *Executive Director*
Donna Ferrovia, *Administrator*

Total Educational Grants in 1980: $413,596 (approximately)

Purpose: Polaroid Foundation donates to programs under the broad categories of higher education and primary and secondary school programs. Within the context of those program areas, it is interested in emphasizing support for minorities, women, special education, and the development of photographic and scientific technologies and experimental programs generating innovative materials and projects.

Significant Policies: The foundation's educational work is done primarily within Massachusetts and more specifically within greater Boston and Cambridge. The foundation will consider funding outside the Commonwealth of Massachusetts in the area of higher education benefiting minorities.

Support of Colleges and Universities

Employee Education Matching Gifts: $143,596.

Support of Students

Undergraduate Scholarships: $33,297. American College Testing, scholarships for children of Polaroid Corporation employees—$28,297; National Achievement scholarships for minorities—$5,000.

Special Educational Support

Work with primary and secondary schools and schools for special needs youngsters.

Materials available: Guidelines and Annual Report.

Price Waterhouse
Price Waterhouse Foundation

1251 Avenue of the Americas, New York, NY 10020

Total Educational Grants in 1981: $727,566 (Year End 6/30/81)

Purpose: The advancement of higher education in the field of accounting; grants to four-year (and postgraduate) degree-granting colleges and universities for aid to teachers, scholarships, fellowships and student loans; support for research programs, libraries and other facilities.

Significant Policies: Institution receiving the gift must be a four-year degree-granting college or university or a graduate school in the United States and must have tax-exempt status under the IRS Code. No grants are made outside the United States.

Support of Colleges and Universities

Student Aid Grants: Many of the "Matching Grants" are used for scholarships and fellowships.

Cost of Education Supplements: Same as above.

Departmental and Research Grants: Over $200,000 has been designated for this purpose this year.

Employee Matching Gifts: $365,604. Total of 2,540 gifts to 384 schools was contributed through the Matching-Grant Program.

Indirect Grants: $25,000. Donated to various associations.

Support of Education-Related Organizations and Associations

General-purpose grants were given to the American Accounting Association, Consortium for Graduate Study in Management, Council for Financial Aid to Education, Inc., Joint Council on Economic Education, National Association of Black Accountants, as well as others.

Materials available: A general brochure.

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The Procter & Gamble Company
The Procter & Gamble Fund

P.O. Box 599, Cincinnati, OH 45202 (513) 562-2201
B. J. Nolan, *Vice President*

Total Educational Grants in 1982: $7,185,000

Purpose: The growing interdependence of industry and our institutions of higher learning, and the new responsibilities of business which have resulted, constitute one of the important and significant developments of recent years. For the management of the various phases of business today, at the supervisory levels as well as top management, the ability to understand a complicated situation quickly, to think clearly through a changing set of conditions, to weigh a multitude of factors and reach a sound decision is vital. In large measure we must look to our colleges and universities for the business leadership of the future.

We believe it is in the interest of our company, its employees, its shareholders, in fact, the nation as a whole, that we contribute to the financial support of our post-high school educational institutions.

Significant Policies: Emphasis is on the private and public four-year institutions that produce graduates who go on to careers in the business community. Participation is reviewed annually without application. Separate application for funding is discouraged.

Support of Colleges and Universities

Departmental Grant Program: $3,800,000. Institutions participating in this program are those colleges and universities from which the largest number of alumni have come to Procter & Gamble and its subsidiaries, and which continue to be effective as a source of Procter & Gamble people.

Grants may be made for the benefit of a specific department or school of a participating university, or to strengthen faculty, or enrich a curriculum or program of a participating college. The Departmental Grant Program includes approximately 135 schools.

Plant-City College Program: Approximately $150,000. Grants are made to those institutions located in Cincinnati and in our plant communities where there is a significant concentration of P&G employees and where the college or university plays an important role in community life. Schools selected are those used by the company, its employees, their families, and the total community, and which are not presently participating in one of our other programs.

Research and Development Fellowships: $800,000. Grants are given for graduate study in the fields of chemistry, biochemistry, and chemical engineering to strengthen faculty and graduate training in those institutions where the work being done is of special interest to Procter & Gamble's Research and Development and Engineering Departments.

Medical Education Program: $120,000. Unrestricted grants are given to six medical colleges that are doing outstanding work in training teaching physicians.

State and Regional Association Program: Approximately $235,000. Grants are given to the 39 state and regional associations, providing indirect support for approximately 600 colleges and universities. Also, grants are given to organizations which support minority education, such as the United Negro College Fund.—$150,000.

Support of Students

Scholarship Program for Children of Employees: $650,000. 100 college scholarships are awarded each year to children of employees of the Procter & Gamble Company and its United States subsidiaries. Winners are chosen by National Merit Scholarship Corporation on the basis of test scores, academic record, leadership, and significant extracurricular accomplishments. Scholarships are renewable, covering up to four years of full-time study at an accredited United States college.

Engineering Program for Minorities and Women: $100,000. Annual grants are given to National Merit Scholarship Corporation to increae the enrollment of blacks, other minorities and women in engineering colleges. Students are chosen through the National Merit Scholarship Corporation's scholarship competition and National Achievement Scholarship Program and are provided with stipends for up to five years of study.

Support of Education-Related Organizations and Associations

$95,000. Grants are given to a number of national foundations and organizations which contribute significantly to the improvement of education and educational opportunities. Such organizations include College Placement Services, Council for Financial Aid to Education, Council for Opportunity in Graduate Management Education and Consortium for Graduate Study of Management.

Special Educational Support

$690,000. Programs of economic education, media education and public policy research are supported to help develop broad general knowledge in issues of public policy and sound economic principles to foster a free society and free economy.

Matching Gifts Program

Approximately $600,000. Established July 1, 1982. The Procter & Gamble Fund Matching Gift Program for Higher Education is open to all United States regular full-time employees, retirees or directors of The Procter & Gamble Company and its United States subsidiaries. Contributions of $25 to $5,000 to an accredited four-year college or technical institute, graduate or professional school are matched two for one. The matching gifts are used to support the institutions' primary educational objectives.

The Prudential Insurance Company of America
The Prudential Foundation

15 Prudential Plaza, Newark, NJ 07101 (201) 877-6107
William E. Brooks, *Director, Contributions*

Total Educational Grants in 1981: $1,818,000

Purpose: Prudential recognizes the long-term benefits to society and to itself resulting from investments in the field of education. The company, in its role as corporate citizen, believes that support for higher education will serve to benefit our social, political and economic environment.

Significant Policies: Assist institutions that supply substantial numbers of Prudential employees and/or which provide opportunities for employees' continuing education needs; help specialized secondary schools to prepare outstanding underpriviledged students for college; help advancement of minorities, women and handicapped; help independent colleges through combined funds and support specialized education such as that applicable to the insurance industry.

Support of Colleges and Universities

Unrestricted Operating Grants: $61,350. American College, CHAD School (Newark), DePaul University, Edward Waters College, Erikson Institute, Florida Junior College, Glassboro State College, Hampton Institute, Jacksonville University, Monmouth College, Northwestern University, Occupational Center of Union County, University High School (Newark); University of Chicago, University of North Florida, Valparaiso University.

Student Aid Grants: $35,900. Carnegie-Mellon Minority Actuarial Program, Johnson C. Smith University, University of Houston 50 Fund, University of Minnesota Foundation—Corporate Associates Program, University of Virginia—Colgate Darden Graduate School of Business, West Kinney Junior High School.

Departmental and Research Grants: $141,574. Howard University, University of Pennsylvania, Wharton School Inflation Study, Duke Medical Center Computerized Textbook Project, Johns Hopkins Medical Center—Cancer Research.

Capital Grants: $84,000. Bloomfield College, United Negro College Fund—Capital Resources Development Program.

Employee Matching Gifts: $724,572. Company matches gifts to private colleges on 1½-to-1 basis; 1-to-1 match for public colleges, private nonprofit schools for handicapped and secondary schools. All company matches are unrestricted.

Indirect Grants: $192,000. Independent College Funds of America and 11 state and regional funds for support of private colleges, S.S. Huebner Foundation for Insurance Education.

Support of Students

Undergraduate Scholarships: $151,353. Business Management Fellowship Program, California Lutheran College Scholarship Fund, Golden State Minority Foundation, Kean College Minority Printing Scholarships, National Merit Scholarship Program and National Achievement Scholarships for children of employees.

Graduate Fellowships: $81,000. Consortium for Graduate Study in Management, Council for Opportunity in Graduate Management Education, Woodrow Wilson Foundation Administrative Internship Program, Columbia-Presbyterian Medical Center Nursing Education Programs.

Support of Education-Related Organizations and Associations

$230,500. American Council on Education at Princeton, Brookdale Foundation Trust, College Placement Council Foundation, Council for Financial Aid to Education, Riverview Hospital, School Watch, Tri-Lateral Council for Quality Education, University of Michigan President Ford Library Fund, Center for Research in Career Development—Columbia University, Careers in Business—Washington University, Executive Board—Western International University, College of Medicine and Dentistry—Health Care Programming, Donald S. MacNaughton Symposium at Syracuse University, Hubert H. Humphrey Institute for Public Affairs.

Special Educational Support

$91,000. Aspira of New Jersey, Business and Professional Women's Foundation Scholarships, Catalyst, Comprehensive School-Age Parenting Program, Elderhostel, Kingsley School, Language and Cognitive Development Center, Learning Exchange—Chicago, Loyola University Great Teachings Program, New Jersey Institute of Technology Urban Engineering Program, New School Scholarship Fund, Program for Assistance to Youth in Schools (PAYS), School Volunteers of Boston, St. Benedict's Preparatory School, Stevens Institute of Technology, Youth Opportunities Foundation.

Other

$24,751. Lebanon Valley College Summer Actuarial Program, Pace Institute Advisory Council and other minor grants.

Materials available: Foundation annual report.

Public Service Indiana

1000 East Main Street, Plainfield, IN 46168 (317) 838-1287
Bart G. Grabow, *Vice President-Corporate Affairs*

Total Educational Grants in 1981: $40,000

Purpose: To provide financial assistance to college students who might not otherwise have the opportunity to further their education, by contributing to the general funds of private colleges and universities within the state of Indiana, and to assist employees in defraying costs of their own education in fields related to their career goals.

Support of Colleges and Universities

Unrestricted Operating Grants: $16,000. To Indiana colleges and universities, via the Associated Colleges of Indiana.

Capital Grants: $6,000.

Support of Students

Undergraduate Scholarships: $24,000. Individual grants awarded to worthy, eligible students who need financial assistance to pursue the specified education most generally recruited by our company.

Special Educational Support

Company Tuition Refund Program. Employees are encouraged to continue education in spare time in fields related to their work. $61,738, not included in grants total.

The Quaker Oats Company
The Quaker Oats Foundation

Merchandise Mart Plaza, Chicago, IL 60654 (312) 222-7033
W. Thomas Phillips, *Secretary*

Total Educational Grants in 1981: $757,929

Purpose: The foundation's program of educational assistance, as now further amended, provides a larger base of financial support to our nation's colleges and universities, through a newly expanded matching gift program and expanded grants for especially innovative educational programs and studies in areas of particular interest to the company.

Support of Colleges and Universities

Unrestricted Operating Grants: $125,750. To 35 colleges and universities.

Departmental and Research Grants: $57,500. To 11 schools and projects.

Employee Matching Gifts: $308,466.

Indirect Grants: $37,002. United Negro College Fund.

Support of Students

Undergraduate Scholarships: $163,186. American Field Service, Inroads, LULAC, NMSC, USAF and Youth for Understanding.

Graduate Fellowships: $1,000. Woodrow Wilson National Fellowship.

Support of Education-Related Organizations and Associations

$41,500. For example, Aspira, Inc. of Illinois, Catalyst, CFAE, Future Farmers of America, NOW Legal Defense and Education Fund, Southwestern Legal Foundation.

Special Educational Support

$23,525. For example, Erikson Institute, Latino Institute, Outward Bound, Prime Time School Television, Work in America Institute.

RCA Corporation

Rt. 38, Building 202-2, Cherry Hill, NJ 08358 (609) 338-6604
T. Todd Reboul, *Director Corporate Contributions Programs and Chairman, Educational Aid Committee*

Total Educational Grants in 1981: $1,759,000

Purpose: To provide educational opportunities in the many fields of consequence to RCA and its subsidiaries through financial aid to educational institutions and organizations.

Significant Policies: Grants are not made for capital building programs.

Support of Colleges and Universities

Unrestricted Operating Grants: $30,000.

Student Aid Grants: $206,826. Nine RCA fellowships at eight designated schools (four independent, four public) in engineering, science and broadcast journalism; stipend $4,000 and full tuition plus optional $1,000 for summer study—$68,102. Forty RCA and subsidiary scholarships at 28 schools (15 independent, 13 public) most with $1,000 annual stipend in science, engineering, broadcast journalism, business and urban affairs—$32,000. Five fellowships for minorities in broadcasting (four independent, one public); stipend and tuition—$54,599. Scholarships for minorities and women in engineering—$17,000; for short-term emergency loans—$5,000; student aid in specific departments at six independent institutions—$30,125.

Cost of Education Supplements: $58,300. For RCA fellowships $1,000 to fellow's major department. For RCA scholarships $500 to scholar's major department at independent schools; unrestricted grants to 50 four-year and 15 two-year schools in proportion to number of employees studying under RCA's Tuition Loan and Refund Plan.

Departmental and Research Grants: $311,531. For faculty development, symposia, renovation, curriculum development, administrative support, accreditation assistance.

Capital Grants: $267,500. Endowment for chairs at two independent and two public institutions; and for special purposes at three independent institutions.

Employee Matching Gifts: $30,000.

Indirect Grants: $119,950. Grants to eleven regional associations of independent schools, United Negro College Fund.

Support of Students

Undergraduate Scholarships: $342,961. 107 RCA Merit Scholarships, 28 National Achievement and Merit Scholarships, 35 RCA Career Scholarships, 25 Community Scholarships, National Fund for Minority Engineering Students, American Institute of Certified Public Accountants Minority Scholarships, Hispanic Scholarships, Society of Women Engineers.

Graduate Fellowships: $25,000. American Association of University Women engineering fellowship, American Indian Fellowships, National Consortium for Graduate Degrees for Minorities in Engineering.

Support of Education-Related Organizations and Associations

$97,713. Accreditation Board for Engineering and Technology, American Society of Engineering Education, Council of Independent Colleges, National Association of Independent Schools, AIESEC, Council for Financial Aid to Education, Association of Governing Boards, College Placement Services, A Better Chance, LEAD Program in business, Woodrow Wilson National Fellowship, NAACP, Philadelphia Regional Introduction for Minorities in Engineering, Appalachian Community Service Network, Foundation for Student Communications, Junior Engineering Technical Society.

Special Educational Support

$39,300. Support at secondary school level, administrative support for national minority engineering effort and support for economic education.

Other

$230,186. Educational Loan Assistance for employees children, educational aid outside the United States to promote education and research.

Ralston Purina Company
Ralston Purina Trust Fund

Checkerboard Square, St. Louis, MO 63164 (314) 982-3219

George H. Kyd, *Division Vice President and Director, Public Relations*

Total Educational Grants in 1981: $1,128,468

Purpose: Ralston Purina Company's Aids to Education programs are aimed directly at aiding both students and educational institutions.

Scholarship and fellowship awards are made in fields broadly related to the company's business activities.

The common purpose of all of Ralston Purina's programs is to encourage excellence in the hope that capable students and academic institutions will make meaningful contributions to society as a whole.

With supplemental financial assistance, it is hoped that individual recipients will play a valuable role in overcoming the problems and challenges which lie ahead.

Support of Colleges and Universities

Unrestricted Operating Grants: $403,750.

Student Aid Grants: $137,501. Agricultural undergraduate scholarships, research fellowships in animal science and food science fellowships.

Departmental and Research Grants: $336,952.

Employee Matching Gifts: $58,202. Eligible donors are employees, spouses of employees, retired employees and directors of the company or any of its subsidiaries or affiliates.

Other

$299,207. Miscellaneous.

Materials available: Ralston Purina Company Aids to Education brochure.

Reader's Digest Foundation

Pleasantville, NY 10570 (914) 769-7000
Kent Rhodes, *Chairman*

Total Educational Grants in 1981: $294,073

Purpose: To help youth develop through education its full potential as useful citizens.

Significant Policies: Travel-Research grants for journalism students given to, and administered by, colleges and universities. Employee Matching-Gift Program.

Support of Colleges and Universities

Student Aid Grants: $89,500. Travel-Research grants to accredited journalism schools at 59 colleges and universities—$78,000; Belmont College—$1,500; Morehouse College—$2,500; Pace University—$5,000; Roanoke College—$2,500.

Employee Matching Gifts: $67,154. Minimum gift of $50 to maximum grant of $5,000 to colleges, universities and certain secondary schools offered to full-time employees of Reader's Digest.

Indirect Grants: $24,500. Independent College Funds of America—$4,000; Gravure Education Foundation—$1,500; United Negro College Fund—$9,000; World Press Institute—$10,000.

Support of Education-Related Organizations and Associations

$31,500. Institute of International Education, Inc.-for support of 2 publications concerning College Sponsored Programs Abroad and Vacation Study Abroad—$17,500; Council for Financial Aid to Education-for printing, etc., of "Voluntary Support of Education"—$14,000.

Special Educational Support

$7,400. World Research, Inc.-for movie for use in educating American people about the free enterprise system—$5,000; College Careers Fund of Westchester, Inc.-a private, nonprofit corporation organized for the purpose of taking severely disadvantaged young people out of poverty and offering them the opportunity for some form of higher education—$1,200; Council for Advancement and Support of Education-advanced education by helping its member representatives increase their professionalism and by serving as a principal public affairs arm for education—$1,200.

Republic Steel Corporation Educational and Charitable Trust

P.O. Box 6778, Cleveland, OH 44101 (216) 622-4604
John L. Sundheimer, *Director, Corporate Contributions*

Total Educational Grants in 1981: $483,827

Purpose: To support educational institutions and activities designed to improve and increase the supply of prospective employees needed in our company, including women and members of minority groups. To broaden public understanding of business economics and the viability needs of the private enterprise system. To encourage continuing support of colleges and universities by employees and to financially assist the continuing education of our employees.

Significant Policies: Grants will generally be made to the extent the funds are available to capital improvements, research, faculty aid, professorial chairs, operating needs, endowments, scholarships, matching gifts, etc. Generally the institutions are at plant locations. Purposes which enhance the educational needs of the company are of prime importance.

Support of Colleges and Universities

Unrestricted Operating Grants: $63,272. University of Akron, Buffalo State College, Canisius College, University of Cincinnati, Cuyahoga Community College, Dyke College, Massachusetts Institute of Technology, Michigan Technological University, North Carolina A&T State University, North Carolina State University, University of Pittsburgh, Stark Technical College, University of Virginia.

Student Aid Grants: $28,750. Baldwin-Wallace College, Cleveland State University, Emory University, University of Illinois, John Carroll University, Pennsylvania State University, University of Rochester.

Departmental and Research Grants: $3,500. College of St. Scholastica, Ohio University.

Capital Grants: $154,500. University of Alabama, Case Western Reserve University, University of Chicago, Geneva College, Hiram College, Howard University, John Carroll University, Youngstown State University.

Employee Matching Gifts: $76,495. Gifts ranged from $25 to almost $6,000 distributed to 205 colleges and universities.

Indirect Grants: $97,220. Grants to nine state independent college associations and the United Negro College Fund.

Support of Education-Related Organizations and Associations

$14,630. A Better Chance, Cleveland Scholarship Programs, secondary schools, vocational schools, Vocational Information Program, Youth Enrichment Services, CFAE.

Special Educational Support

$37,510. Citizens Council for Ohio Schools, Cleveland Commission on Higher Education, College Placement Services, Inroads, Inc., Thomas Alva Edison Foundation.

Other

$181,999. Economic education—$7,958; Tuition reimbursement to employees —$174,049 (not included in grants total).

Rockwell International Corporation
Rockwell International Corporation Trust

600 Grant Street, Pittsburgh, PA 15219 (412) 565-2902
J. J. Christin, *Secretary, Trust Committee*

Total Educational Grants in 1981: $1,752,000

Purpose: To improve the quality of higher education and provide for continued technological advancement, to improve educational opportunities for minorities, to encourage the pursuit of higher education by employees of Rockwell International and their children, to increase the number of graduates with advanced degrees and to advance the principles of private enterprise.

Significant Policies: Grants are generally channeled to colleges and universities from which Rockwell International Corporation has successfully recruited over a period of years. Some preference is accorded to private schools.

Support of Colleges and Universities

Restricted and Unrestricted Operating Grants: $582,000. The trust makes unrestricted as well as special purpose grants for operating funds, endowment, research, departmental use and capital programs to four-year colleges and universities exhibiting academic excellence, particularly in the areas of engineering, science and business management.

Employee Matching Gifts: $259,000. The trust matches gifts of $25 or more to colleges and universities. Total gifts from any employee which will be matched are limited to $2,000 in any one fiscal year. Any employee contributing in excess of $2,000 in any one fiscal year may designate the portion(s) of his or her gift(s) to be matched. Directors of the corporation may participate in the program whether they are employees or not.

Indirect Grants: $89,000. Annual grants are made to state associations of private colleges and various other educational associations.

Support of Students

Undergraduate Scholarships: $167,000. Up to 25 merit scholarships are provided each year to children or eligible dependents of employees of Rockwell International Corporation. The program is administered by National Merit Scholarship Corporation. Scholarships range from $250 to $1,500 per year depending on need. In addition, scholarships are provided through several education-related organizations and schools.

Graduate Fellowships: $247,000. In 1981, 38 graduate fellowships were granted to 14 selected schools for students who demonstrated a high potential for success in business and technology, leadership, moral character and dedication to the principles of private enterprise.

Special Educational Support

$408,000. Support is also provided for minority schools and programs—$142,000; economic education programs—$123,000; research and scientific organizations—$72,000; and miscellaneous—$71,000.

Rohm and Haas Company

Independence Mall West, Philadelphia, PA 19105 (215) 592-2864
Delbert S. Payne, *Corporate Manager*

Total Educational Grants in 1981: $665,000

Purpose: To support the educational programs of colleges, universities, secondary schools and education-related organizations through selective grants.

Significant Policies: Grants are made primarily to colleges and universities with chemistry and chemical engineering programs.

Support of Colleges and Universities

Unrestricted Operating Grants: $206,000. Unrestricted grants are made to chemistry and chemical engineering departments of public and private four-year institutions. A few grants are made to departments of other disciplines of interest to the company's business.

Student Aid Grants: $47,800. Scholarships are generally provided for students who will study chemical engineering, including minority chemical engineering programs.

Cost of Education Supplements: As a part of the National Merit Scholarship Program, modest supplemental gifts are made to institutions attended by the scholarship recipients.

Capital Grants: $13,000. Capital grants represent a minor portion of the aid-to-education program and when made are usually to institutions with whom a special relationship exists, e.g. recruiting, research.

Employee Matching Gifts: $236,400. Minimum gift match $10, maximum $5,000 per year per employee. Gifts may be to any accredited nonprofit educational institution in the United States or its possessions.

Support of Students

Undergraduate Scholarships: $47,400. National Merit Scholarship for qualified children of employees and National Achievement Scholarships for outstanding black students.

Support of Education-Related Organizations and Associations

$40,700. Includes donations to College Placement Services, Foundation for Independent Colleges, United Negro College Fund, Council for Financial Aid to Education, high school science awards.

Special Educational Support

$14,800. Includes area councils for economic education, Junior Achievement, Pennsylvania Council for Economic Education.

St. Regis Paper Company

West Nyack Road, West Nyack, NY 10994 (914) 578-7651
Chairman, Aid to Education

Total Educational Grants in 1981: $375,235

Purpose: The intent of the St. Regis program is to support and enhance excellence in education through grants and scholarships to individuals, institutions and organizations dedicated to that purpose.

Significant Policies: St. Regis directs its support: 1) to those institutions and organizations committed to improvement of education in St. Regis communities, 2) to selected colleges and universities granting degrees in business, engineering, the physical sciences and forestry, 3) to those individuals who pursue specific career fields in the forest products industry, 4) to the sons and daughters of our employees, 5) to colleges and universities personally supported by our employees.

Support of Colleges and Universities

1) Capital and operating grants are provided to selected private and public universities for capital and operating programs predominantly at the four-year level. 2) Student-aid grants for scholarships and fellowships are granted at selected colleges in forestry, pulp and paper science and engineering, and business. 3) Specific scholarships are awarded to minority students at selected technical and business-oriented black colleges. 4) Matching grants were established in 1966 and currently match fulltime employee contributions on a 2 to 1 basis up to a maximum contribution of $500 per employee per calendar year.

Support of Students

Undergraduate Scholarships: Undergraduate scholarships are awarded to qualifying sons and daughters of full-time employees with a minimum of two years service under the National Merit Scholarship Program.

Support of Education-Related Organizations and Associations

The Joint Council on Economic Education, Council for Financial Aid to Education and the College Placement Service are among the organizations supported of an education-related nature.

Other

Junior Achievement and Educational television stations in communities where company has facilities.

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Santa Fe Industries, Inc.
Santa Fe Industries Foundation

224 S. Michigan Avenue, Chicago, IL 60604 (312) 427-4900
John C. Davis, *President*

Total Educational Grants in 1981: $543,120

Purpose: The Santa Fe Industries Foundation's program of education awards was formulated not only in recognition of a need for help on the part of private colleges and universities but also to assist in preserving and strengthening our fundamental American way of life.

Significant Policies: Manages the corporate contributions program for all Santa Fe companies and provides financial support to not-for-profit organizations dedicated to improving the quality of life in the territory they serve and especially in the communities where their employees live.

Support of Colleges and Universities

Unrestricted Operating Grants: $139,050. Grants to fully accredited privately supported colleges and universities.

Capital Grants: $11,000.

Employee Matching Gifts: $96,867. 2-to-1 match of employees' gifts to fully accredited, four-year colleges and universities, graduate and professional schools, seminaries and theological schools, junior and community colleges and private secondary schools, ranging from $25 to $1,000 per employee per institution per calendar year.

Indirect Grants: $207,200. For distribution among member colleges of 11 state associations of independent privately endowed colleges in states served by the corporation. Also, UNCF—$2,000.

Support of Students

Undergraduate Scholarships: $18,123. Five scholarships through National Merit Scholarship Corporation to children of Santa Fe employees. Five NMSC Scholarships to students living in the states served by the corporation.

Support of Education-Related Organizations and Associations

$109,747. Scholarships and educational awards through 4-H and Future Farmers of America to students living in states served by the corporation—$81,247; Reading Is Fundamental—$10,000; Council of Energy Resource Tribe—$6,000; Council for Opportunity in Graduate Management Education—$5,000; National Fund for Medical Education—$5,000; Chicago Public Schools Science Fair—$2,500.

Special Educational Support

$40,000. Six scholarships through National Center for American Indian Alternative Education to native American Indian students—$23,500; two scholarships through INROADS/Chicago Pre-College Program for career development in business and technology for talented minorities and operating fund—$9,500; LULAC National Scholarship Fund for Americans of Spanish Origin—$5,000; National Action Council for Minorities in Engineering—$2,000.

Materials available: Policy & Guidelines brochure.

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Schering-Plough Corporation
Schering-Plough Foundation, Inc.

Galloping Hill Road, Kenilworth, NJ 07033 (201) 558-5076

Richard J. Kinney, *Director, Community Affairs; Secretary, Foundation*

Total Educational Grants in 1981: $638,857

Purpose: In the free enterprise system, education is the keystone to economic growth and social progress. Thus, we regard all education, but particularly medical and allied disciplines, as the primary focus of our concern and support.

Significant Policies: Foundation's primary objective is to support institutional activities devoted to improving the quality and delivery of health care, such as medical and allied education.

Support of Colleges and Universities

Unrestricted Operating Grants: Grants to selected institutions, usually local to our plants and offices, primarily directed to: scientific programs; direct and indirect benefit of our employees; aid communities of our plant and office locale.

Student Aid Grants: Grants to support fellowships in the applied sciences at the graduate level.

Departmental and Research Grants: For advanced programs in education for the health professions.

Employee Matching Gifts: To accredited degree-granting institutions of higher education (either directly or through associations or funds).

Indirect Grants: To independent college associations and those dealing with medical and allied education.

Support of Students

Undergraduate Scholarships: National Merit Scholarships; fellowships in medical education.

Graduate Fellowships: Through the PMA Foundation.

Cost-of-Education Supplements: Cost of education grants to private institutions attended by corporate Merit scholars.

Support of Education-Related Organizations and Associations

Organizations such as Association of Governing Boards of Universities and Colleges, Council for Advancement and Support of Education, Council for Financial Aid to Education and New Jersey Council on Economic Education.

Scott Paper Company
Scott Paper Company Foundation

Scott Plaza, Philadelphia, PA 19113 (215) 521-5000
Cynthia D. Giroud, *Corporate Contributions Administrator*

Total Educational Grants in 1981: $395,662

Purpose: Scott Paper Company Foundation allocates a substantial portion of its annual budget to education. While each program is considered individually, special consideration is given to those programs which train individuals for careers in the pulp, paper and forest products industries, business administration, manufacturing or marketing. Support is also provided to help maintain and improve institutions of higher education located in or near Scott communities. Selection is influenced by the level of usage of Scott employees and their families. Further aid to education is given through the foundation's matching-gift program.

Support of Colleges and Universities

Unrestricted Operating Grants: Within Scott's focus on education, the foundation makes direct capital grants for special purposes to a number of educational institutions, as well as general purpose grants to programs specifically designed to serve the pulp and paper industry.

Employee Matching Gifts: The foundation matches gifts (totaling no more than $2,000) that an employee or director of Scott Paper Company makes to colleges and universities, junior colleges, community colleges, technical vocational institutes and funds collected for such qualified institutions.

Indirect Grants: A limited number of unrestricted grants is also made to selected organizations operating within the general field of education.

Support of Education-Related Organizations and Associations

Support is directed to those organizations which promote and further the field of education. Contributions have been made to such organizations as: A Better Chance, PRIME, Inroads and Operation Enterprise.

Materials available: Guidelines and annual report.

The Sears-Roebuck Foundation

Sears Tower 40-23, Chicago, IL 60684 (312) 875-8464
William L. Whitsitt, *Vice President-Executive Director*

Total Educational Grants in 1981: $2,625,546

Purpose: The Sears-Roebuck Foundation has designated aid to education in the United States as its primary philanthropic interest.

Significant Policies: The Sears-Roebuck Foundation initiates or conducts programs of its own selection in education rather than responding to the grant requests of others. The foundation has neither the staff to evaluate nor the resources to fund unsolicited grant requests.

Support of Colleges and Universities

Unrestricted Operating Grants: $1,510,000. To approximately 1,000 private, regionally accredited two- and four-year colleges and universities. No grants to private colleges whose primary purpose is religious education, a single profession or whose enrollment is restricted on religious grounds.

Support of Students

$31,750. To A Better Chance for secondary-school scholarships—$28,000; for undergraduate scholarships at Occidental College for the children of Sears employees through a bequest from the late Charles H. Kellstadt—$3,750.

Support of Education-Related Organizations and Associations

$30,040. Joint Council on Economic Education—$19,250; Council for Financial Aid to Education—$9,000; American Council on Education—$290; American Assembly of Collegiate Schools of Business—$1,500.

Special Educational Support

$621,036. Officer Friendly program for K-3 children—$300,000; Purdue University for economic education for faculty of teacher-education institutions—$18,905; equal opportunity for women innovations awards through the American Assembly of Collegiate Schools of Business—$14,000; Minority Achievement Program through the Association of American Colleges—$130,000; National Institute for the Management of Lifelong Learning at Harvard University—$13,091; *Mister Rogers Neighborhood* public television program for young children and their parents—$115,000.

Other

$432,720. For the purchase, maintenance and distribution of educational films.

Security Pacific National Bank
Security Pacific Foundation

333 South Hope Street, Los Angeles, CA 90051 (213) 613-6688
Carol E. Taufer, *Foundation President*

Total Educational Grants in 1981: $588,743

Purpose: To support the needs primarily of four-year private accredited colleges and universities within the state of California, with some limited grants to state universities in recognition of and support for the importance of education in contributing to the well-being of the community.

Significant Policies: We emphasize unrestricted and capital grants through a planned aid-to-education program within the state of California.

Support of Colleges and Universities

Unrestricted Operating Grants: $120,500. Through aid-to-education program to private four-year colleges and universities in California.

Departmental and Research Grants: $60,800. Direct support of business schools—$48,700; other—$12,100.

Capital Grants: $172,500. Support building and/or endowment projects on three- to five-year basis to four-year colleges and universities in California.

Employee Matching Gifts: $71,730. Total of 339 gifts to four-year colleges, graduate schools and higher education funds.

Indirect Grants: $27,500. Independent Colleges of Southern and Northern California—$22,500; COGME—$4,000; National Fund for Medical Education —$1,000.

Support of Students

Undergraduate Scholarships: $9,883. NMSC for employees' children—$7,883; National Hispanic Scholarship Fund—$2,000.

Support of Education-Related Organizations and Associations

$4,150. General support to: CFAE—$1,000; Academic Decathalon (CA)—$1,000; Reading is Fundamental—$1,000; Americanism Educational League —$300; AGB—$500; miscellaneous—$350.

Special Educational Support

$87,750. Support of special associate funds at several California universities—$37,050; economics education program support—$50,700.

Other

$35,730. Miscellaneous support of local education programs by branch office request.

Shell Companies Foundation, Incorporated

Two Shell Plaza, P.O. Box 2099, Houston, TX 77001 (713) 241-6161
Doris J. O'Connor, *Senior Vice President*

Total Educational Grants in 1981: $6,883,622

Purpose: The support of education by industry is part of the evolving relationship between private business and society in general. As in other fields of philanthropy, the corporate citizen and company-sponsored foundation have recognized the importance of offering financial assistance to education, particularly to privately controlled colleges and universities so important to maintaining the strength of diversity traditional in the dual system of American higher education and the doctrines of individual freedom upon which America was founded.

Over the years, the needs of education have become increasingly clear—in society's changing needs for men and women with special capabilities and in the financial difficulties of many institutions.

The Shell Companies Foundation's aid-to-education programs are based on the assumption that the needs are national. The foundation believes that its donations do the most good as parts of structured programs that balance the most pressing needs of education against available foundation funds and that recognize the value of continuity in the broad structure of its support programs and the possibilities of change insured by the programs' flexibility.

Significant Policies: The foundation's programs are administered under a forward-planned, calendar-year budget. Interim donations are rarely made. In order to make significant contributions and maintain continuity of support in its preferred areas of giving, the foundation prefers not to contribute in certain other areas. These include: capital or special development campaigns; special requests for projects, conferences, equipment, etc.; college fund-raising associations (state or area); and direct donations to individuals.

Support of Colleges and Universities

Direct Grants: 100 Shell Graduate Aids of $7,500 each, totaling $750,000 were paid to 43 publicly controlled colleges or universities. 78 Shell Graduate Grants of $10,000 each, totaling $780,000 were paid to 30 privately controlled colleges or universities. $2,500 of each Grant is for any use deemed wise by the institution's chief executive officer. The Graduate Aids and Graduate Grants are offered in well-developed graduate areas selected within each institution to support research, to improve curriculum or methods of instruction, for student aid, special academic projects, or visiting lecturers.

27 Shell Undergraduate Aids of $7,500 each totaling $202,500 were paid to 24 publicly controlled colleges or universities. 30 Shell Undergraduate Grants of $10,000 each, totaling $300,000 were paid to 26 privately controlled colleges or universities. $2,500 of each Grant is for any use deemed wise by the institution's chief executive officer. The Undergraduate Aids and Undergraduate Grants are intended to be used in ways bringing increased strength to undergraduate level activities in the selected areas, such as faculty development, improvement of curriculum or methods of instruction, purchase of materials or equipment, and support for undergraduate students.

50 Shell Assists of $2,000 each, totaling $100,000 were paid to 50 privately controlled colleges or universities with well-established four-year undergraduate programs. Each institution uses its Assist as follows: $500 is an undesignated fund for the use of the institution, $500 is dedicated to the professional development of its general academic faculties; $500 is for the professional development of particular faculties; $500 is for student aid in a designated area.

100 Shell Units of $1,250 each, totaling $125,000 were awarded to 72 publicly controlled colleges and universities. Each institution uses its Unit as follows: $500 is dedicated to the professional development of its general academic faculties; $500 is for student aid at the undergraduate level in a designated area; and $250 is for discretionary use by the immediate senior administrative officer of the area designated for student aid.

3 awards were made to 3 institutions in a new program, the Shell Modernization Funds for Research Facilities, totaling $1,728,212. These awards aid schools distinguished for their research in science, engineering, and business areas in their efforts to modernize their research facilities, in general, not for building construction or improvement.

3 Shell Distinguished Chairs at three institutions have been established since the origin of this program in 1980, at a total cost of $500,000. They are 5-year term appointments in the sciences, engineering, business, and public affairs. The money is intended to provide the chair holder with the opportunity to pursue a line of investigation that offers hope of a major discovery, strengthening and advancing the field in which it is established.

12 Shell International Studies Research Fellowships at $8,250 each, totaling $102,500 were awarded to 6 privately controlled leading universities with active developing-area studies curricula. The fellowships are for graduate students working on doctoral papers dealing with some aspects of the social sciences.

All grants are administered by colleges and universities through which they are offered.

Employee Matching Gifts: $1,010,351. Gifts were made on a 2-to-1 basis matching eligible contributions of eligible individuals to approved postsecondary and private secondary institutions.

Indirect Grants: $120,500. Grants were made to education-related organizations which channel money to institutions and individuals. Some recipients were the American Fund for Dental Health, the League of United Latin American Citizens, the National Fund for Medical Education, the National Medical Fellowships, and the United Negro College Fund.

Support of Students

Undergraduate Scholarships: 10 four-year Shell Merit Scholarships are offered annually to high school seniors enrolling in college planning careers in the teaching professions in the fields of business, engineering, and science. A total of $51,850 was paid in 1981 for 40 scholarships spanning the four-year period.

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10 four-year Shell Achievement Scholarships are offered annually for black students, preferably those planning careers in business or technical fields. A total of $45,325 was paid in 1981 for 40 scholarships spanning the four-year period.

50 four-year Shell Companies Merit Scholarships are offered annually to children of Shell employees. A total of $233,700 was paid in 1981 for 200 scholarships spanning the four-year period.

All the above scholarships are admininstered by the National Merit Scholarship Corporation.

Support of Education-Related Organizations

$565,935. Grants were made to other education-related organizations such as the American Association of Community and Junior Colleges, the American Personnel and Guidance Association, the Council for Financial Aid to Education, the Council on Social Work Education, the Independent College Funds of America, the United Student Aid Funds, and the Woodrow Wilson National Fellowship Foundation.

Other Educational Support

$121,542. 41 Shell Funds for Women's Careers were awarded to 41 institutions of higher learning and two organizations in recognition of the need to encourage and help women move equally in careers in business or technical fields. Funds are designed for support of such efforts as curriculum and faculty development, guidance and counseling, student aid, seminars, visiting lectureships, internships, or publications.

$156,207. 33 Shell Incentive Funds were awarded to 14 institutions for outstanding students belonging to ethnic minorities in the United States pursuing courses of study leading to the bachelor degree in business or technical fields. The program includes support for tuition and fees, stipends for living expenses, and unrestricted grants to the institutions which the students are enrolled.

The Sherwin-Williams Company
The Sherwin-Williams Foundation

101 Prospect Avenue, N.W., Cleveland, OH 44115 (216) 566-2511
Velma S. Whieldon, *Administrator-Corporate Contributions*

Total Educational Grants in 1981: $100,190

Purpose: To strengthen institutions of higher education which have programs related to our specific interests. These schools are selected on the basis of their value as a continuing source of manpower for the corporation and their quality education in technical research and development and business administration.

Significant Policies: Do not give endowment funds. Do not support elementary or secondary education because of insufficient funds.

Support of Colleges and Universities

Unrestricted Operating Grants: $15,250. To private four-year colleges and universities.

Student Aid Grants: $3,000. Cleveland Scholarship Programs, Inc. for underprivileged inner-city qualified high school student to attend institution of higher education.

Departmental and Research Grants: $22,000. Polymer Science, Color Science & Technology, Seminars in Science, Paint Research Institute, Steel Structures Painting Council, Macromolecular Chemistry to private and public four-year colleges and universities.

Capital Grants: $14,500. To four-year private colleges and universities. The corporation does not give to endowment funds.

Employee Matching Gifts: $20,790. The Sherwin-Williams Foundation matches gifts to institutions of higher education of $25 to $1,000 per employee per year. Matched 165 gifts.

Indirect Grants: $10,500. Independent College Associations and United Negro College Fund.

Support of Students

Undergraduate Scholarships: $1,000. Aid-to-education program does not provide grants to individuals. National Hispanic Scholarship Fund.

Support of Education-Related Organizations and Associations

$6,450. Inroads, Inc., summer employment for minorities.

Special Educational Support

$1,500. Economic education programs.

Other

$262,575. Employee tuition aid program, which is not included in grants total.

Southern California Edison Company

2244 Walnut Grove, Rosemead, CA 91770 (213) 572-1086

Michael L. Noel, *Vice President & Treasurer, Chairman, Dues & Donations Committee*

Total Educational Grants in 1981: $360,580

Purpose: The company supports selected educational activities by providing financial assistance and educational services in the form of programs and resources.

Significant Policies: The company provides assistance to and maintains contact with public and private educators and students within its service territory. The company makes contributions to universities, colleges and organizations conducting educational programs or research, which contribute to industrial knowledge and public welfare.

Support of Colleges and Universities

Unrestricted Operating Grants: $283,000. Contributions to 16 private four-year colleges and universities including Azusa Pacific, California Institute of Technology, California Lutheran, Chapman, Claremont Men's, Harvey Mudd, LaVerne, Loyola-Marymount, Northrop, Occidental, Pepperdine, Pomona, University of Redlands, University of Southern California and Westmont College.

Student Aid Grants: $55,000. Edison Scholarship Program.

Capital Grants: $75,000. Contributions to 4 private four-year colleges and universities, including California Institute of Technology, University of Southern California, Harvard Business School, Whittier College and Occidental College.

Support of Students

Undergraduate Scholarships: $4,050. Contributions to scholarship funds including: American GI Forum, Mexican-American Scholarship Fund, Native American Student Association Fund, Society of Hispanic Professional Engineers Fund and Society of Women Engineers Fund.

Support of Education-Related Organizations and Associations

$6,500. Economic education related—contributions to Campus Studies Institute, World Research, Inc., Council for Financial Aid to Education, Economic Literacy Council, Foundation for Economic Education and Industry-Education Council of California; other various education-related organizations including Coro Foundation and the Conference Board, etc.—$12,030.

Southern California Gas Company

810 South Flower Street, Los Angeles, CA 90017 (213) 689-2149
Barbara Bathgate, *Contributions Administrator*

Total Educational Grants in 1981: $275,000

Purpose: To support private higher education. To assist in higher educational opportunities for minority students. To aid the quality of education. To aid economic education programs.

Significant Policies: Support major accredited four-year private colleges and universities in service area which offer degrees in liberal arts, business administration, engineering or law. Both operating and building-fund grants are given. Generally avoid support for scholarship funds because of own company scholarship program for graduating seniors in selected local high schools with high minority enrollments.

Support of Colleges and Universities

Unrestricted Operating Grants: $105,000. To eight private four-year colleges/universities.

Departmental and Research Grants: $13,000. To five colleges/universities.

Capital Grants: $36,000. To two private four-year universities.

Indirect Grants: $68,000. To Independent Colleges of Southern California.

Support of Students

Undergraduate Scholarships: $22,000. For company scholarship program for graduates of selected local high schools with high minority enrollments.

Support of Education-Related Organizations and Associations

$16,000. For education councils and associations and other special programs.

Special Educational Support

$15,000. Economic education.

Standard Oil Company of California and the Chevron Family of Companies

P.O. Box 7753, San Francisco, CA 94120 (415) 894-7700
B.N. Lastra, *Manager, Contributions*

Total U.S. Educational Grants in 1981: $7,314,394

Purpose: We at Standard Oil Company of California and the Chevron Family of Companies have designed a worldwide contributions program dedicated to improving the quality of life in the communities where we work. Through our grants we endeavor to help nonprofit organizations provide needed services for the common good.

Our commitment to this goal reflects our concern for human, as well as business needs. We recognize that in an increasingly interdependent global economy, business can only expect to flourish in a society that is equally prosperous. Therefore, investing in the communities where we live and work makes good financial sense.

Key considerations relate to the long-term interests of the company, its shareholders and employees.

The company contributes to a broad variety of educational, health and social welfare, and cultural activities. We assign priority to those groups that offer creative long-term solutions to community needs.

The total for all our 1981 education contributions was $8.3 million, of which $7.3 million was contributed within the United States. In 1982 we are planning worldwide educational contributions of $8.5 million.

Significant Policies: Categories of aid include: instructional materials designed to stimulate classroom study for students at all ages; higher education scholarships and fellowships designed to increase availability of well-qualified people in science, engineering and other disciplines of interest to our industry; special professional educational opportunities for women and minorities in fields where they are underrepresented; fellowships and grants to colleges and university departments with vigorous research, science and engineering programs; unrestricted contributions, which are usually made to those non-tax-supported institutions that have contributed the most to the higher education of Chevron's employees.

Support of Colleges and Universities

Unrestricted Operating Grants: $708,950. Unrestricted financial aid—$157,500; cash gifts—$551,450.

Student Aid Grants: $1,972,682. Fellowships—$989,700; professional scholarships—$541,900; journalism/economics scholarships—$18,000; other scholarships—$367,598; other student aid—$55,484.

Departmental and Research Grants: $799,000. Research grants—$303,500; Industrial Associates Program—$245,500; Chair in Chemistry, University of California, Berkeley—$250,000.

Capital Grants: $25,000. Although a few were made in 1981, it is not a preferred company practice to make them.

Employee Matching Gifts: $780,000. Chevron Matching Gifts Plan matched $390,000 for employee and annuitant giving to regionally accredited post-secondary schools at a corporate matching rate of 2 to 1, in 1981.

Indirect Grants: $74,500. Independent college associations—$19,500; United Negro College Fund—$55,000.

Support of Education-Related Organizations and Associations

$337,087.

Special Educational Support

$336,500. Economic education—$106,800; precollege education institutions—$23,000; student and faculty relations—$206,700.

Other

$2,280,675. Cash gifts—$970,675; public service—$80,000; instructional aids—$1,230,000.

Materials available: Contributions Encouraging Creative Solutions to Community Needs—a booklet published annually describing all corporate giving; "Chevron's $20 Million Investment in People," a story reprint from a May 1981 in-house publication; Working Toward a Better Society—a booklet of corporate social responsibility; and a Chevron Matching Gifts Plan form.

Standard Oil Company (Indiana)
Amoco Foundation, Inc.

200 East Randolph Drive, Chicago, IL 60601 (312) 856-6306
Donald G. Schroeter, *Executive Director*

Total Educational Grants in 1981: $4,664,000

Purpose: 1. Excellence in higher education to promote progress and leadership; 2. Excellence in science and engineering at private and public institutions; 3. Strong independent private institutions with freedom to innovate; 4. Modern research and teaching equipment; 5. Increased minority participation in engineering and science; 6. Enhanced teacher and professional understanding of United States economic system.

Significant Policies: Emphasis on new programs to help resolve major problems, such as engineering faculty and Ph.D. shortages, and also to increase minority participation in engineering and science studies and careers. No endowments.

Support of Colleges and Universities

Unrestricted Operating Grants: $1,220,000. To private four-year schools.

Student Aid Grants: $805,000. Scholarships and fellowships in the physical sciences and engineering, including new three-year high stipend-tuition Ph.D. fellowships.

Departmental and Research Grants: $344,000. Departmental grants, including new three-year engineering faculty award grants for research, professional development and salary supplement to attract and retain outstanding young faculty. No specific research projects.

Capital Grants: $580,000. Technical science and engineering equipment for public and private universities.

Employee Matching Gifts: $603,000. Higher education only.

Support of Students

Undergraduate Scholarships: $134,000. NMSC—$106,000; National Achievement—$28,000.

Support of Education-Related Organizations and Associations

$417,000. Economic education programs, science fairs, Council for Financial Aid to Education, etc.

Other

$561,000. Attracting minorities to science and engineering fields—$401,000; Faculty Excellence Awards—$160,000.

Materials available: Annual report.

The Standard Oil Company (Ohio)

Midland Building, Cleveland, OH 44115 (216) 575-8619

T. T. Saario, *Director, Corporate Contributions*

Total Educational Grants in 1981: $4,990,979

Purpose: To advance the quality of scientific research and teaching in fields of interest to Standard Oil. To upgrade the quality of teaching math and science in public education.

Support of Colleges and Universities

Unrestricted Operating Grants: $73,200.

Student Aid Grants: $164,500.

Cost-of-Education Supplements: $917,680.

Departmental and Research Grants: $747,100.

Capital Grants: $812,334.

Employee Matching Gifts: $449,002.

Indirect Grants: $328,000.

Support of Students

Undergraduate Scholarships: $917,680. Includes Sohio scholarship program for children of employees.

Graduate Fellowships: $164,500.

Support of Education-Related Organizations and Associations

$526,415. Includes support of public policy research programs, National Action Council for Minorities in Engineering, National Fund for Minority Engineering Students, etc.

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State Farm Companies Foundation

One State Farm Plaza, Bloomington, IL 61701 (309) 662-2039
William Grogg, *Assistant Vice President-Programs*

Total Educational Grants in 1981: $187,228

Purpose: 1) Organize and structure the financial assistance that State Farm gives to education; 2) encourage high potential young men and women in their development and help them prepare themselves for leadership roles in industry and society; 3) increase the numbers of qualified young men and women who are attracted to a career teaching insurance; 4) stimulate insurance-related research and the development of new insurance knowledge; 5) promote educational activities related to the business world.

Support of Students

Undergraduate Scholarships: At least 25 scholarships are awarded, ranging from $750 to $2,500, to children of State Farm Companies' agents and employees. It is administered through the National Merit Scholarship Corporation.

Graduate Fellowships: Exceptional Student Fellowships are available to students majoring in the areas of accounting, business administration, actuarial science, etc. Must be junior or senior in college to apply. Each award provides $1,500 for the use of each successful candidate. A Doctoral Dissertation Award in the amount of $7,500 is made annually to a student whose doctoral program is almost complete and whose major is insurance or a related field.

Cost-of-Education Supplements: A $500 grant to private non-tax-supported institutions attended by scholarship winners. Supplemental grants of $250 are made to the institution which nominates a fellowship winner and to the school the winner attends if they are not tax supported. A restricted grant of $2,500 to the university of the winner of the doctoral award, to be used in the support of insurance education.

Stauffer Chemical Company

Nyala Farm Road, Westport, CT 06880 (203) 222-4012
Walter S. Howard, *Manager, Corporate Contributions*

Total Educational Grants in 1981: $1,051,000

Purpose: Stauffer Chemical Company is concerned with the education, charitable and scientific interest of the company. Selective support of higher education is provided through scholarships, grants, fellowships, and the encouragement of employees to support colleges of their choice under the matching contributions program.

Significant Policies: Particular attention is given to the advancement of science and engineering disciplines beneficial to our industry and to the country's economic and social advancement.

Support of Colleges and Universities

Unrestricted Operating Grants: $157,400. Grants ranging from $1,000 to $5,000 have been made to selected chemistry and chemical engineering departments. These are unrestricted grants for departmental chairmen to use at their discretion in meeting department objectives. Also, a number of miscellaneous grants and pledges made to colleges.

Employee Matching Gifts: $78,000. Under this program the minimum gift matched is $10 to an accredited college, university or junior college of the employee's choice.

Indirect Grants: $93,000. Indirect grants were awarded to state and regional associations and to associations such as the United Negro College Fund and the National Fund for Minority Engineering Students.

Support of Students

Undergraduate Scholarships: $23,350. Under the auspices of the Stauffer Merit Scholarship Program, National Merit and National Achievement Scholarships are awarded with first preference to sons and daughters of employees for study in any accredited college in the United States. Second preference is given to students from plant and office communities.

Graduate Fellowships: Several fellowships were given to selected schools chosen by the company's various research centers in the United States.

Other

$350,000. Under the Tuition Refund Plan, employees are encouraged to continue their studies after working hours. Assistance is provided for employees who further their education and obtain a degree or for the purpose of keeping abreast of current knowledge and thereby becoming proficient in their jobs. (not included in grants total).

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Sun Company

100 Matsonford Road, Radnor, PA 19087 (215) 293-6192
Dean R. Lind, *Manager, Corporate Contributions*

Total Educational Grants in 1981: $3,065,000

Purpose: To promote the advancement of education and to provide educational opportunities for minorities, women and the disadvantaged.

Significant Policies: Support to colleges and universities in areas where the company has major facilities and academic programs in disciplines of primary interest to the company at institutions where there has been developed a continuing relationship.

Support of Colleges and Universities

Unrestricted Operating Grants: $62,000. To several colleges and universities.

Student Aid Grants: $230,000. Primarily in academic disciplines essential to the operations of the company.

Departmental and Research Grants: $794,000. Primarily in support of research in areas of particular importance to the company.

Capital Grants: $495,000. Primarily to institutions in areas where the company has major facilities.

Employee Matching Gifts: $696,000. Total of 454 institutions—matching gifts of employees, retirees, and directors to colleges and universities on a 2-to-1 basis.

Indirect Grants: $80,000. Grants to the United Negro College Fund, Foundation for Independent Colleges of Pennsylvania, etc.

Support of Students

Undergraduate Scholarships: $160,000. National Merit Scholarships for children of employees, National Achievement Scholarships, National Action Council for Minorities in Engineering, National Hispanic Scholarship Fund, etc.

Graduate Fellowships: $44,000. Includes Council for Opportunity in Graduate Management Education, Consortium for Graduate Study in Management and National Medical Fellowships.

Support of Education-Related Organizations and Associations

$213,000. Includes national and regional organizations and associations, economic education programs, precollege education programs, etc.

Special Educational Support

$291,000. Grants to 18 selected universities to promote faculty retention in petroleum-related engineering and geosciences.

Other

$551,300. Tuition refunds (not included in total grants figure).

Materials available: Contributions brochure, Annual Report of Contributions, Matching Gift Plan for Higher Education.

The Superior Oil Company

P.O. Box 1521, Houston, TX 77001 (713) 751-4584

R. B. Rice, *Vice President, Administration and Chairman, Contributions Committee*

Total Educational Grants in 1981: $239,917

Purpose: The Superior Oil Company makes contributions to civic, charitable and educational organizations from the operating budget. Because of the commitment to education, the company allocates the largest percentage of its contributions budget to the support of education.

Significant Policies: The company provides direct assistance to colleges and universities in areas in which we have staff offices and/or to specific departments or research projects relevant to the oil and gas industry. Through the Matching Aid to Education Program the company matches the contributions of employees to the educational institution of their choice.

Support of Colleges and Universities

Student Aid Grants: $12,100. To various public and private universities (special research for theses, etc.)

Cost-of-Education Supplements: $10,000. Local secondary schools, special programs.

Departmental and Research Grants: $190,000. To various public and private university research projects.

Employee Matching Gifts: 1981: $24,367, matching 1 to 1. In 1982, increasing match to 2 to 1. Maximum is $5000 per employee per year; any accredited, tax-exempt educational institution eligible.

Indirect Grants: Five-year pledge to Geological Society of America, contribution annually to United Negro College Fund.

Other

The company provides a 100 percent tuition reimbursement program for staff (amount not included in total).

Sybron Corporation
Sybron Community Fund

1100 Midtown Tower, Rochester, NY 14604 (716) 546-4040
Patricia L. Wild, *Director of Public Affairs*

Total Educational Grants in 1981: $292,450

Purpose: To offer support in the fields of education and human service.

Significant Policies: 1. Offers grants to nonprofit organizations in communities where there is a large concentration of Sybron employees; 2. Organizations must be in good standing with B.B.B./National Information Service; 3. Will not be a majority contributor. Will not respond to telephone requests for funds. No grants to individuals or endowment support.

Support of Colleges and Universities

Unrestricted Operating Grants: $13,100. To 12 four-year private institutions—$7,050; 8 four-year public institutions—$6,050.

Student Aid Grants: $47,300. Scholarships—colleges—$45,000; scholarships—high school—$2,300.

Capital Grants: $35,000 (no endowment).

Employee Matching Gifts: $60,000.

Indirect Grants: $37,000.

Support of Education-Related Organizations and Associations

CFAE.

Tektronix, Inc.
Tektronix Foundation

Y3-439, P.O. Box 500, Beaverton, OR 97077 (503) 643-8146
William B. Webber, *Secretary*

Total Educational Grants in 1981: $1,089,881

Purpose: To assist education in improving programs, especially in the physical sciences.

Significant Policies: Specific projects are supported primarily in the Pacific Northwest. Unrestricted funds go to private colleges through Independent Colleges Foundation of Oregon, United Negro College Fund and matching scholarship grants.

Support of Colleges and Universities

Unrestricted Operating Grants: $381,458. Public, four-year—$276,158; private, four-year—$5,000; private, graduate—$100,000; conference support—$300.

Student Aid Grants: $115,800. Scholarships—$71,200; fellowships—$37,100; minority scholarships—$7,500.

Cost-of-Education Supplements: $6,244. Scholarship matching.

Departmental and Research Grants: $5,000. Linfield Research Institute—Classroom Linked Research.

Capital Grants: $210,000. Facilities.

Employee Matching Gifts: $160,530.

Indirect Grants: $117,500. Joint Funds—$58,750; Oregon Independent College Foundation—$52,250; Independent Colleges of Washington—$3,000; United Negro College Fund—$3,500.

Support of Students

Undergraduate Scholarships: $200. ASME.

Support of Education-Related Organizations and Associations

$122,400. Program Support. Oregon Partners of the Americas, Society of Women Engineers, Oregon Council on Economic Education, Oregon Museum of Science and Industry, Oregon Business Week, Washington State Council on Economic Education, Washington Business Week, Junior Achievement—Columbia Empire, Project Business, Portland Youth Advocates, Young Engineers and Scientists.

Special Educational Support

$21,100. Civic activities.

Other

$57,500. Culture and arts—$50,500; precollege education—$7,000.

Tenneco Inc.

P.O. Box 2511, Houston, TX 77001 (713) 757-3930
Jo Ann Swinney, *Director, Community Affairs*

Total Educational Grants in 1981: $1,997,584

Purpose: Tenneco believes one of the most important investments it can make as a corporate citizen is in this country's educational system. The preservation of our system of education is of vital importance in the advancement of technological leadership. If intellectual excellence is eroded, hope for solving the social, environmental and economic problems of the nation will diminish.

Significant Policies: Support of education is concentrated at the college level with aid directed to both public and private institutions located principally in geographic areas of Tenneco's operations, as well as those from which employees are recruited. Departmental and faculty supplements, scholarships and research grants in business and technical fields constitute major categories of support. Special emphasis is given to private institutions through Impact Grant Awards and the state association of independent colleges and universities.

Support of Colleges and Universities

Unrestricted Operating Grants: $86,417. To 38 institutions. Of this number, 15 public institutions received $15,817 and 23 private institutions received $70,600; 33 four-year and 5 two-year.

Student Aid Grants: $270,754.

Departmental and Research Grants: $618,647.

Capital Grants: $199,688.

Employee Matching Gifts: $136,419.

Indirect Grants: $298,850.

Support of Students

Undergraduate Scholarships: $101,419. Direct—$28,831; indirect—$72,588.

Graduate Fellowships: $5,000. Indirect.

Support of Education-Related Organizations and Associations

$182,754. General support grants are given to organizations for such purposes as: special training for applicants seeking professional positions with voluntary youth agencies; special seminars for teachers on political science and practical politics; research organizations whose purpose is to educate the general public on the merits of the free-market system; and service organizations encouraging support to higher education.

Special Educational Support

$97,636. For precollege training directed primarily to programs for minority students with emphasis on science and engineering.

Texaco

2000 Westchester Avenue, White Plains, NY 10650 (914) 253-4147
W.J. Rushforth, *Aid to Education Manager*

Total Educational Support in 1981: $3,133,300

Purpose: Our national well-being and continued success of American free enterprise depend greatly on leadership developed in our educational institutions.

Significant Policies: Pertinence to our industry, student support, community responsibility, affirmative action, geographical equity, proper administration.

Support of Colleges and Universities

Unrestricted Operating Grants: $800,000.

Student Aid Grants: $910,000.

Departmental and Research Grants: $900,000.

Employee Matching Gifts: $300,000.

Indirect Grants: $80,000. United Negro College Fund.

Support of Students

Graduate Fellowships: $143,300.

Support of Education-Related Organizations and Associations

Council for Financial Aid to Education, Independent College Fund of America, JETS, National Action Council for Minorities in Engineering.

Other

Teaching hospitals, economic education, and programs for women.

Texas Commerce Bank
Texas Commerce Bank Foundation

P.O. Box 2558, Houston, TX 77001 (713) 236-4004
Carol Bohannon, *Contributions Administrator*

Total Educational Grants in 1981: $90,000 (approximately)

Purpose: To contribute to the colleges and universities in the Houston and Texas area which provide a recruiting tool for TCB employees, as well as matching gifts of employees to schools of their choice.

Significant Policies: No grants or scholarships to individuals or employee relatives; no grants to schools other than accredited colleges and universities.

Support of Colleges and Universities

Departmental Grants: $21,500. LSU Banking Center—$2,500/year—81-83; Rice University—J. Jones School of Administration—$5,000/year—80-81; University of Texas Business School—$5,000/year—74-83; University of Texas Geo. Kozmetsky Cent. Chair—$9,000/year—81-83.

Capital Grants: $30,000. University of Houston—Excellence Camp.—$10,000/year—77-81; University of Houston—50 Campaign—$20,000/year—78-81.

Employee Matching Gifts: $7,300.

Indirect Grants: $5,500. Texas Independent College Fund—$2,000; United Negro College Fund—$3,500.

Support of Students

Graduate Fellowships: $1,000. University of Texas MBA Minority Scholarship.

Support of Education-Related Organizations and Associations

$2,950. Council for Financial Aid to Education—$350—general; Science & Engineering Fair—$2,500—for science fair; Free Market Education Foundation—$100—general.

Special Educational Support

$20,000/year—University of Texas—Professorship—1981-85.

Other

$2,000/year—University of St. Thomas—78-81.

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Thomas & Betts Corporation
The Thomas & Betts Charitable Trust

920 Route 202, Raritan, NJ 08869 (201) 685-1600
Robert V. Berry, *Vice-President Finance*

Total Educational Grants in 1981: $85,000 (approximately)

Purpose: To contribute to charitable organizations which are located and serve the community near a Thomas & Betts facility.

Significant Policies: Contribute to accredited colleges and universities; matching gifts for employees and directors up to $1,500 per year.

Support of Colleges and Universities

Unrestricted Operating Grants: $33,500. Babson College—$7,000; Clarkson College—$2,000; Fairleigh Dickinson University—$5,000; Foundation of College of Medicine & Dentistry (NJ)—$5,000; Foundation at N.J. Institute of Technology—$1,000; George Washington University School of Government & Business Administration—$5,000; Miami University (Ohio)—$2,000; Somerset County College—$1,000; Texas A&M University—$1,000; University of Iowa—$4,500.

Student Aid Grants: $3,000. Elizabeth General Hospital—School of Nursing Scholarship (NJ)—$2,000; The Elizabethport Presbyterian Center Scholarship Fund (NJ)—$1,000.

Employee Matching Gifts: Company matches $25-$1,500 per person, per year.

Indirect Grants: $19,000. United Negro College Fund—$5,000; Independent College Fund of N.J.—$14,000.

Support of Students

Undergraduate Scholarships: $2,500. Eastern Union County Chamber of Commerce—Edison Scholarship—$1,000; National Achievement Scholarship—$1,000; Union County Vocational Scholarship Fund—$500.

Graduate Fellowships: $10,000. Rutgers University Graduate School of Business.

Support of Education-Related Organizations and Associations

$2,000. Council for Financial Aid to Education—$1,000; College Placement Services—$1,000.

Ticor
Ticor Foundation

6300 Wilshire Blvd., Los Angeles, CA 90048 (213) 852-6317
John M. Crowley, *Executive Vice President*

Total Educational Grants in 1981: $141,250

Purpose: To help meet the financial needs of education through grants to selected colleges and universities. A matching-gifts program was established to broaden the base of contributions in support of education, while providing employees the opportunity to direct a contribution to the institution of their choice.

Support of Colleges and Universities

Unrestricted Operating Grants: $55,675.

Capital Grants: $13,000.

Employee Matching Gifts: $22,575.

Indirect Grants: $50,000.

Transamerica Corporation

600 Montgomery Street, San Francisco, CA 94111 (415) 983-4094
James B. Lockhart, *Vice President-Public Affairs*

Total Educational Grants in 1981: $343,697

Purpose: To provide assistance to programs of particular interest to our businesses at educational institutions in areas where we have a significant presence, and to support through our matching-gifts program the primary and secondary schools, colleges and universities which receive employee contributions.

Support of Colleges and Universities

Unrestricted Operating Grants: $21,490. Unrestricted grants to several colleges and universities.

Departmental and Research Grants: $51,148. To miscellaneous projects and programs at two public universities and one private college.

Capital Grants: $20,000. To one private university.

Employee Matching Gifts: $106,813. Will match contributions to primary and secondary schools, colleges and universities from full-time regular employees and directors of Transamerica Corporation and its subsidiaries to a maximum of $2,500.

Indirect Grants: $45,690. Grants to various educational associations including several which were established to support education of minorities.

Support of Students

Undergraduate Scholarships: $38,702. Scholarships for children of full-time regular employees of Transamerica Corporation and its subsidiary companies administered through National Merit Scholarship Corporation.

Special Educational Support

$59,854. Grants to Council for Financial Aid to Education and various economic education programs.

Union Carbide Corporation

Old Ridgebury Road, Danbury, CT 06817 (203) 794-6514
Howard L. Burpo, *Manager, Aid to Education*

Total Educational Grants in 1981: $1,530,435

Purpose: The corporation recognizes a continuing responsibility to support higher education. This financial support acknowledges our increasing dependence upon education for new knowledge and a constant supply of trained manpower. Corporate support of higher education contributes to the preservation of institutional freedom by providing an alternate source of funds and allows us to communicate with this significant and influential public our view on the important issues of the day.

Significant Policies: Support is directed to institutions and organizations which serve our interests in: 1) recruitment of engineers, scientists, business majors, and other college graduates; 2) support of competent teaching and research in academic fields of interest to the corporation; 3) the strengthening of colleges near major installations of the corporation; 4) increasing enrollment of minorities and women in engineering and science; 5) providing sources for discussion of significant and important issues.

Support of Colleges and Universities

Unrestricted Operating Grants: $171,000. Colleges near Union Carbide installations: 24 four-year institutions—$97,000; 22 two-year institutions—$24,000; liberal arts colleges, Physical Science Grants—$50,000.

Departmental and Research Grants: $673,500. University departments: grants awarded to 174 technical departments at 90 different schools—$656,500; grants awarded to 14 business schools—$17,000.

Employee Matching Gifts: $95,735. Program initiated in September 1981.

Indirect Grants: $65,000. To 11 state and regional associations in Arkansas, Illinois, Indiana, New England, New Jersey, North Carolina, Ohio, South Carolina, Tennessee, Texas and West Virginia. $57,000.

Support of Students

Graduate Fellowships: $35,000. Graduate Engineering Fellowships (5 public, 2 private institutions) for American students who wish to obtain a doctorate and teach.

Support of Education-Related Organizations and Associations

$8,000. American Institute of the City of New York, Council for Financial Aid to Education, Foundry Education Organization, New York Association for the Blind.

Special Educational Support

$369,500. Programs to increase minority enrollment in science and engineering—$306,000; special funds (primarily in support of student engineering chapters)—$63,500.

Other

$120,700. International organizations: AIESEC, American Field Service, American Graduate School of International Management, Fund for Management in Africa, Institute of International Education—$14,500; George Oliver Curme Lecture Series—$20,000; miscellaneous and contingency fund—$86,200.

Union Electric Company
Union Electric Charitable Trust

P.O. Box 149, Code 100, St. Louis, MO 63166 (314) 554-2521
Patricia Barrett, *Manager, Community Affairs*

Total Educational Grants in 1981: $312,380

Purpose: It is Union Electric's objective to support educational institutions and programs within our service community. It has been a tradition to support higher education.

Significant Policies: The charitable contributions policy of Union Electric stems from two basic considerations: 1) the self-interest of the company in the welfare of the communities and people it serves, and 2) the position of the company as a regulated industry and its direct obligations to customers, employees and stockholders.

Educational Institutions and Programs—including both the operating and building fund drives of accredited colleges and universities, and, on a more limited basis, elementary and secondary institutions. Innovative educational programs of special interest to the company also are considered.

In the educational category, there are two exceptions to the company's general requirement that contributions recipients operate in its service area: 1) aid is considered for specific programs of colleges and universities outside the service area when the programs have a significant value to the company, and 2) qualifying employee contributions to higher education institutions anywhere in the United States are matched under the provisions of the Union Electric Matching-Grant Program.

Support of Colleges and Universities

Unrestricted Operating Grants: $72,000. Lindenwood Colleges—$7,000; Webster College—$10,000; St. Louis College of Pharmacy—$5,000; St. Louis University—$50,000.

Student Aid Grants: $7,500. University of Missouri-Rolla—$5,000; University of Missouri-Columbia—$2,500; both minority engineering scholarships.

Departmental and Research Grants: $136,812. University of Missouri-Columbia (energy systems and resource program)—$30,000; University of Missouri-Rolla (electrical department power program)—$30,000; University of Missouri Research Reactor Facility (operator training tapes)—$21,812; Washington University, St. Louis, MO ($25,000 School of Engineering, $15,000 School of Business; $15,000 Center for American Business; Other grants to University of Missouri-Columbia & Rolla for research projects not from the charitable trust—$50,312).

Employee Matching Gifts: $28,755. (322 gifts to 101 institutions).

Indirect Grants: $23,000. Missouri Colleges Fund, Fontbonne—$5,000; Maryville—$7,000; Westminster—$4,000; William Woods—$7,000.

Support of Students

Undergraduate Scholarships: $4,780. McAfee Scholarship (scholarship given to employees' children who have been recommended by the National Merit Scholarship Corporation).

Support of Education-Related Organizations and Associations

$4,122. Conference on Education—$750; Foundation for Economic Education —$500; Missouri Council on Economic Education—$1,500; Missouri Chamber of Commerce Education Foundation—$372; Illinois Council on Economic Education—$500; Foundation for Economic Education—$500.

Other

$18,373. Jr. Achievement of Mississippi Valley, Inc.—$6,038; Close Up Foundation (political education program)—$500; Inroads (precollegiate program)—$1,000; Logos (program for dropouts and emotionally disturbed students)—$2,500; Mark Twain Summer Institute (summer school gifted program)—$1,000; St. Louis University High Upward Bound Program (summer college prep)—$750; American Energy Week—$6,585; Monsanto-Post Dispatch Science Fair—$1,000.

Materials available: Guidelines for Charitable Giving.

Union Oil Company of California
Union Oil Company of California Foundation

461 S. Boylston Street, Los Angeles, CA 90017 (213) 977-6172
R. P. Van Zandt, *Vice President*

Total Educational Grants in 1981: $1,148,234

Purpose: For more than three decades, the company, and the foundation upon its formation, has formulated and participated in a diversity of educational programs designed to strengthen and advance the cause of higher education. These programs are regarded as a direct investment in the future of our country.

Support of Colleges and Universities

Student Aid Grants: $93,825. Some 120 scholarships ranging from $750-$1,000 were awarded to undergraduate students majoring in disciplines vital to the petroleum industry. These are recommended by the chairmen of the departments and approved by foundation committee.

Departmental and Research Grants: $451,192. Grants restricted for specific purposes to help sustain or initiate a variety of activities in specialized areas of education.

Employee Matching Gifts: $191,179. The foundation will match gifts of employees of Union Oil Company or its wholly owned subsidiaries to accredited institutions of higher education in the United States as follows: 1) up to an aggregate of $1,000 per year per person will be matched on a 2-to-1 basis; 2) contributions in excess of the first $1,000 will be matched on a 1-to-1 basis up to an annual maximum of $5,000 per person.

Indirect Grants: $146,000. Independent college associations, including Independent Colleges of Southern California, and United Negro College Fund.

Support of Students

Undergraduate Scholarships: $143,550. Twenty scholarships are awarded to children of employees, jobbers, etc. of Union Oil Company or its wholly owned subsidiaries. The foundation also participates in various National Achievement scholarships, in addition to various minority programs.

Graduate Fellowships: $100,008. The foundation sponsored 16 one-year fellowships for graduate students.

Support of Education-Related Organizations and Associations

$22,480. General operating grants to such organizations as Council for Financial Aid to Education, Council of Independent Colleges.

Union Pacific Corporation
Union Pacific Foundation

345 Park Avenue, New York, NY 10154-0137 (212) 826-8260
Charles N. Olsen, *President*

Total Educational Grants in 1981: $2,121,125

Purpose: Grants are made primarily to nontax-supported institutions in communities where Union Pacific facilities are located, with emphasis on private higher education.

Significant Policies: The foundation prefers to make restricted grants which will produce either additional income or savings.

Support of Colleges and Universities

Unrestricted Operating Grants: $65,000.

Student Aid Grants: $212,900.

Cost-of-Education Supplements: $80,000.

Departmental and Research Grants: $58,000.

Capital Grants: $449,000.

Employee Matching Gifts: $265,865. The corporation will match employee gifts to eligible educational institutions on a 2-to-1 basis, up to a maximum employee contribution of $3,000 in any one calendar year.

Indirect Grants: $157,500. Independent college associations in Southern California, Colorado, Kansas, Nebraska, New York, Oklahoma, Oregon, Texas, Utah and Washington.

Support of Students

Undergraduate Scholarships: $7,500. Also Union Pacific Corporation Merit Scholarships—$15,500; Union Pacific Railroad Company Employee Dependent Scholarship Program—$58,500; Union Pacific Railroad Company Vocational-Agricultural Scholarship Program—$52,500.

Graduate Fellowships: $26,000.

Support of Education-Related Organizations and Associations

$241,110.

Special Educational Support

$55,500.

Other

$376,250. Energy/cost savings grants.

Uniroyal, Inc.

1230 Avenue of the Americas, New York, NY 10020 (212) 841-9227
Virginia K. Smith, *Assistant Secretary*

Total Educational Grants in 1981: $139,320

Purpose: To contribute to the improvement in the quality of higher education and to expand its availability to young people through grants to a limited number of educational institutions which thereby create benefits to the business community and the public.

Significant Policies: Particular emphasis on support of physical, chemical and engineering sciences as well as business administration.

Support of Colleges and Universities

Unrestricted Operating Grants: $5,000. Grants to two four-year institutions.

Student Aid Grants: $1,000. Grant to South African Student Aid program of Institute of International Education.

Departmental and Research Grants: $37,500. Graduate departmental grants to ten universities—$34,000; undergraduate departmental grant to one university—$3,500.

Capital Grants: $35,000. Capital grants to four institutions, plus United Negro College Fund.

Indirect Grants: $2,000. Grants to two state associations of independent colleges.

Support of Students

Undergraduate Scholarships: $49,320. Scholarship aid in selected Uniroyal communities—$7,800; NMSC scholarships for employee children—ten per year—$41,520.

Support of Education-Related Organizations and Associations

$3,000. General support of Council for Financial Aid to Education and Council for Independent Colleges.

Other

$6,500. Southwestern Legal Foundation International and Comparative Law Center—$2,500; University of Pennsylvania Wharton School Department of Industry—$4,000.

United States Gypsum Company
The United States Gypsum Foundation, Inc.

101 South Wacker Drive, Chicago, IL 60606 (312) 321-3705
Eugene Miller, *President, United States Gypsum Foundation, Inc.*

Total Educational Grants in 1981: $200,661

Purpose: The foundation's educational aid program provides financial assistance to private or public institutions to help meet ever-mounting expenses and to encourage academic excellence.

Significant Policies: The foundation's interest is directed to institutions in communities serving United States Gypsum corporate headquarters or where our plant facilities are located. Support is also provided by our Educational Gift-Matching Program for employees and a National Merit Scholarship program.

Support of Colleges and Universities

Unrestricted Operating Grants: $116,850.

Student Aid Grants: $15,750. Illinois Institute of Technology, scholarship program for minority students in engineering.

Employee Matching Gifts: $42,626. The program matches employee donations of $25-$2,000 to four-year (or higher) accredited private or public institutions in the United States or Canada. Retirees may also participate.

Indirect Grants: $11,500. CISCA Education Foundation, UNCF, Financial Executives Research Foundation, Illinois Science Lecture Association.

Support of Students

Undergraduate Scholarships: $13,610. National Merit Scholarship Corporation.

United States Steel Corporation
United States Steel Foundation, Inc.

600 Grant Street—Room 6284; Pittsburgh, PA 15230 (412) 433-5238
James T. Hosey, *Vice President and Executive Director*

Total Educational Grants in 1981: $2,050,000

Direct Grants to Institutions—$1,420,000

Development grants were provided to four major private universities and twelve private colleges geographically dispersed throughout the nation.

Individual Academic Growth—$246,000

Graduate-level loan program—$150,000. Grants of $10,000 were provided to fifteen (15) major private and public universities dispersed throughout the nation to fund graduate student loans, the recipients of which are selected by each participating institution.

Minority Engineering Efforts—Programs were supported at Illinois Institute of Technology, Case Western University and Stevens Institute of Technology.

Other Academic Growth—Grants were provided to National Merit Achievement, A Better Chance, Council for Opportunity in Graduate Management Education, AIESEC—U.S.—National Committee and the National Commission for Cooperative Education.

Associations and Projects—$229,000

A grant of $60,000 was provided for the operating needs of all member institutions of the United Negro College Fund.

Fourteen (14) other institutions and projects were assisted including, the Independent College Funds of America, Inc., American Council on Education, Woodrow Wilson National Fellowship Foundation, Catalyst, Inc., Citizens Scholarship Foundation, the Council for Basic Education, the Council for Financial Aid to Education, Association of Governing Boards of Universities and Colleges, Council for Independent Colleges, Research Program in Industrial Economics/Case Western Reserve University, Association of American Colleges, College Placement Service, National Institute of Independent Colleges and Universities and the Intercollegiate Studies Institute.

Awards Programs—$155,000

The Alumni Incentive Awards Program, conducted jointly with the Council for the Advancement and Support of Education (CASE), was funded for the twenty-fourth consecutive year.

The Cost Reduction Incentive Awards Program, sponsored in conjunction with the National Association of College and University Business Officers (NACUBO), was funded for the seventh consecutive year.

United Technologies Corporation

One Financial Plaza, Hartford, CT 06101 (203) 728-7856
Richard F. Pendleton, *Director, Community and Social Programs*

Total Educational Grants in 1981: $2,497,215

Purpose: Corporate contributions to educational institutions are intended to serve UTC's interests in the areas of manpower resources, basic research, community services and continuing education. Those educational institutions which are considered our best recruiting sources are given priority consideration.

Significant Policies: Specifically, UTC contributions are designed to encourage and support increased student participation in engineering and the physical sciences, to promote basic research in areas of particular interest to the company, to provide for improved opportunities for continuing education for UTC employees and to foster minority and female participation in engineering and the sciences.

Support of Colleges and Universities

Unrestricted Operating Grants: $470,826. Including Cazenovia College, Colgate University, Florida Institute of Technology, Hartford College for Women, Saint Joseph College, Hartford Seminary Foundation, Hartford State Technical College, LeMoyne College, Pratt Institute, St. Lawrence University, Southern Methodist University, University of Bridgeport, University of Colorado, Wilberforce University.

Student Aid Grants: $12,500. For minority engineering scholarships at Fairleigh Dickinson University.

Departmental and Research Grants: $57,500. To Yale School of Medicine, Carnegie Mellon, Clarkson College, Syracuse University and the Yale Law School.

Capital Grants: $526,700. Including University of Hartford, University of Rochester, Hartford Graduate Center, Louisiana State University, University of Illinois, Worcester Polytechnic Institute.

Employee Matching Gifts: $1,172,479. UTC matches employees gifts 2 to 1 up to $3,000 to accredited tax-exempt junior and community colleges, four-year colleges, universities, professional schools and graduate schools located within the United States. 1981 contributions went to approximately 1,000 institutions.

Indirect Grants: $120,300. Includes support for United Negro College Fund, National Fund for Minority Engineering Students, Minority Colleges Task Force, Empire State Foundation for Independent Colleges, Associated Colleges of Indiana, Foundation for Independent Colleges of Pennsylvania, Independent College Fund of Southern California, Tennessee Independent Colleges Fund.

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Support of Students

Undergraduate Scholarships: $30,660. Program administered through National Merit Scholarship Corporation for Merit and Achievement Awards.

Graduate Fellowships: $2,000. Consortium for Graduate Studies, St. Louis.

Support of Education-Related Organizations and Associations

$17,500. Including support for Aerospace Education Foundation, Council for Financial Aid to Education, National Energy Foundation, Project Pace, South Africa.

Special Educational Support

$86,750. Including Junior Achievement, Society of Women Engineers, Literacy Volunteers of Connecticut, Mainstream, American Enterprise Institute.

United Telecommunications, Inc.

2330 Johnson Drive, Shawnee Mission, KS 66205 (913) 676-3312
Charles W. Battey, *President*

Total Educational Grants in 1981: $96,135

Purpose: United Telecommunications, Inc. believes that membership in a community implies certain responsibilities to that community. These responsibilities include active participation in civic and charitable organizations by its people, as well as financial assistance by the corporation and employees.

Significant Policies: Grants will be made to private colleges and universities or independent educational foundations within or adjacent to territories served by United Telecom and its subsidiary companies. It is recommended that such grants be made through local independent colleges associations or the United Negro College Fund. The financial condition of the institution and the quality of education and leadership potential of the school or foundation within its own class must be clearly established.

Support of Colleges and Universities.

Unrestricted Operating Grants: $18,875. To four-year colleges and universities.

Student Aid Grants: $1,600. Scholarships.

Departmental and Research Grants: $15,000. Kansas University—United Telecommunications Faculty Fellowship in Business—$5,000; San Diego State University—Lionel Van Deerlin Endowed Chair of Communications—$10,000.

Employee Matching Gifts: $13,035.

Indirect Grants: $7,500. Kansas Foundation for Private Colleges—$2,500; Missouri Colleges Fund—$2,500; United Negro College Fund—$2,500.

Support of Students

Undergraduate Scholarships: $4,250. Four Summer Interns under "Inroads" Program.

Support of Education-Related Organizations and Associations

$35,875. American Council on Education's Business/Higher Education Forum—$10,000; Wildwood Outside Education Center—$5,000; Council on Education—$4,000; Council for Financial Aid to Education—$275; Joint Council on Economic Ed.—$500; Kansas City Public TV—Instructional TV—$8,200; Learning Exchange—$4,000; Missouri Council on Economic Ed—$1,000; Science Pioneers—$300; KC Regional Council for Higher Ed—$250; Fund for Higher Education—$1,000; New England Conservatory of Music—$1,000; Missouri Library Association—$150; Coro—$200.

The Upjohn Company

7000 Portage Road, Kalamazoo, MI 49001 (616) 323-4337

Harry J. Tomlinson, *Administrator, Corporate Contributions*

Total Educational Grants in 1981: $1,550,000

Purpose: The Upjohn Company has a strong interest in the quality of higher education and accepts limited responsibility for support of those institutions whose programs and services possess the potential of providing both long-term and short-term benefits to the company and its employees. As the needs of education are literally insatiable, it is essential to establish limited objectives. By concentrating in specific and defined areas, the prospects of producing beneficial results are enhanced.

Significant Policies: Some of the criteria that applied in selecting recipient institutions:

- The location of the institution in relation to company plants and other operations.
- The number of graduates or former students employed by the company.
- Inclusion in the company formal recruiting program for new employees.

Support of Colleges and Universities

Student Aid Grants: $128,000. Grants for fellowships in departments of chemistry, biology and departments of schools of medicine and pharmacy.

Departmental and Research Grants: $348,000. Grants to departments of chemistry and biology and to departments of schools of medicine and pharmacy.

Capital Grants: $582,000. To 15 colleges and universities, primarily schools of pharmacy and medicine and Michigan educational institutions.

Employee Matching Gifts: $214,000. Employee gifts are matched with a minimum of $25 and an annual maximum per employee of $1,000.

Indirect Grants: $108,000. Grants to Michigan Colleges Foundation, National Medical Fellowships, National Fund for Medical Education, United Negro College Fund, etc.

Support of Education-Related Organizations and Associations

$95,000. Support of 4-H, Future Farmers of America, Junior Achievement.

Special Educational Support

The company has financed a program called Business Academia Dialogue involving faculty and students of Western Michigan University and Kalamazoo College and Kalamazoo businessmen. The program consists of conferences, project teams, round tables and informal luncheons and dinners.

Other

The company sponsors a program known as the Kalamazoo Forum which provides experts for programs involving academia, public officials and business leaders of the community.

Materials available: Corporate Contributions Guidelines.

The Wachovia Corporation

P.O. Box 3099, Winston-Salem, NC 27102 (919) 748-6181
John F. McNair III, *Vice Chairman of the Board*

Total Educational Grants in 1981: $738,095

Purpose: Support and advancement of educational institutions, primarily within North Carolina, for building projects, endowments, scholarships and special programs. Funds given to secondary schools, junior colleges, four-year colleges and graduate schools.

Significant Policies: Financial assistance to local schools, colleges and universities in North Carolina with special consideration given to those schools with graduates in our employee group. This assistance is supplemented by employee matching gifts to educational institutions.

Support of Colleges and Universities

Unrestricted Operating Grants: $27,800. To seven two and four-year private colleges—$11,800; to nine public institutions—$16,000.

Student Aid Grants: $250,000. To North Carolina community colleges.

Capital Grants: $388,000. Unrestricted endowments to four four-year private colleges and one two-year private college—$152,500; to unrestricted building funds to three four-year private colleges—$80,000; four four-year public colleges—$135,500; and one two-year public college—$20,000.

Employee Matching Gifts: $24,945. 237 gifts.

Indirect Grants: $47,350. Four foundations for independent colleges and the United Negro College Fund.

Western Electric
Western Electric Fund

222 Broadway, New York, NY 10038
John J. Grieff, *Executive Director, Western Electric Fund*

Total Educational Grants in 1981: $2,966,987 (WE Fund)

Purpose: Assistance is extended by the Western Electric Fund and the Western Electric Company in recognition of society's responsibility to help support and strengthen higher education.

Significant Policies: The Western Electric Fund provides both categorical and unrestricted support for a limited number of colleges and universities, primarily those which are privately endowed, and to national and state education-related organizations. As support is institution-oriented, individual programs and projects are not considered.

Support of Colleges and Universities

Unrestricted Operating Grants: $210,000. From the Western Electric Fund to 15 privately endowed four-year undergraduate institutions. Because these grants are made at the initiatve of the trustees, proposals are discouraged.

Student Aid Grants: $10,000. Although not strictly within the Fund's overall education guidelines, two grants were approved in 1981.

Cost-of-Education Supplements: Grants-in-aid from the company to schools participating in graduate study and engineering fellowship programs described below. (No amount included in grants total.)

Departmental and Research Grants: $262,000. Modest unrestricted academic grants were made to 107 publicly and privately endowed undergraduate colleges and universities or some particular department therein. These grants are made at the initiative of the trustees, and proposals are not accepted.

One grant of $50,000 was made in support of a program of research in science and engineering.

$52,039. Departments at 27 colleges and universities received grants for the purchase of a particular piece of equipment used in undergraduate instruction. All grant requests were submitted with a recommendation from the local representative of the Fund's corporate sponsor.

Capital Grants: $548,500. To 46 privately endowed colleges and universities and one public institution in support of building and renovation campaigns.

Employee Matching Gifts: $375,108. Gifts made by employees of Western Electric and its wholly owned subsidiaries to regionally accredited four-year colleges and universities are matched when they are a minimum of $25 and up to a maximum of $2,000 per year. In 1981 matching gifts went to 642 educational institutions.

Indirect Grants: $483,150. Support all state and regional associations affiliated with the Independent College Funds of America, Inc., and the United Negro College Fund, Inc.

Support of Students

Undergraduate Scholarships: There were 199 National Merit awards in 1981 to children of employees of the company and its wholly-owned subsidiaries.

Graduate Fellowships: The company maintains a Graduate Study Program for newly hired employees and engineering and science fellowships for employees to acquire special skills not available at individual company locations. (No amount included in grants total.)

Support of Education-Related Organizations and Associations

$112,000. Grants to 20 selected national and local organizations which sponsor programs that coincide with the interests of the Fund's aid-to-education program.

Special Educational Support

$70,900. Grants to 16 colleges, universities and consortiums in support of the education of minorities and women in engineering or business management.

Other

Western Electric Fund Awards for Excellence in Instruction of Engineering Students: Under this program, administered by the American Society for Engineering Education, sectional awards are made annually.

Western Electric Fund Awards for Educational Innovation in Higher Education for Business Administration: Program is administered by the American Assembly of Collegiate Schools of Business.

Educational programs administered by the Western Electric Company:

Teaching Aids Program: Aids, such as microwave spectrometers, are distributed periodically to help improve teaching effectiveness in engineering and scientific disciplines. (No amount included in above grants total.)

Tuition Refund Program: For approved out-of-hours study by employees desiring to further their education. Full tuition is reimbursed if courses are successfully completed. (No amount included in above grants total.)

Other Company Programs: The company also aids educational institutions through participation in the National Alliance of Businessmen's Cluster Program at predominantly black colleges and universities. It offers professors from various colleges the opportunity to participate in courses at its Corporate Education Center. Company executives have spent as much as one week's time on a campus as "executives in residence." (No amount included in above grants total.)

Materials available: "Policies & Procedures" booklet, annual report.

Westinghouse Electric Corporation
Westinghouse Educational Foundation

Ardmore Blvd. & Brinton Road, Pittsburgh, PA 15221 (412) 256-5635
George E. Moore, *Executive Director*

Total Educational Grants in 1981: $1,630,086

Purpose: The Westinghouse Educational Foundation, established on October 16, 1944, was created to be administered and operated exclusively for the benefit of such educational, scientific, and/or charitable purposes within the United States of America as, in the judgment of the trustees, shall be in the furtherance of the public welfare. The Trust Estate is accordingly distributed by the trustees exclusively in aid of such purposes.

Significant Policies: Over the years, the trustees have continuously established, modified and implemented policies through which the Westinghouse Educational Foundation serves as a viable force in aiding American higher education. Their policies reflect an interest in four-year colleges and universities with emphasis on engineering education and related science. Grants are of short-time duration to accommodate conditions of educational change.

Support of Colleges and Universities

Academic Development: $202,700. To 32 colleges and universities.

University Development: $564,000. To 21 colleges and universities.

Employee Matching Gifts: $373,587.

Indirect Grants: United Negro College Fund (1981 Grant earmarked for Science/Engineering Education at Wilberforce University, Dillard University and Fisk University).

Support of Students

Undergraduate Scholarships: $272,600. American Nuclear Society—American Physical Society, National Achievement Scholarship Fund, National Hispanic Scholarship Fund, San Jose GI Forum Scholarship Foundation, Science Talent Search, Society of Hispanic Professional Engineering Foundation, Society of Women Engineers, Westinghouse Family Scholarship Program.

Graduate Fellowships: $12,500. Princeton University, FOMENTO.

Support of Education-Related Organizations and Associations

AAAS-Science Writing Awards, ASEE-Engineering Teaching Awards, American Council on Education, Council for Basic Education, Council for Financial Aid to Education, Foundation for Student Communications, Inc., National Academy of Engineering, Pittsburgh Regional Engineering Program, South Eastern Consortium for Minorities in Engineering.

Special Educational Support

Florida Council on Economic Education, Invest in America, Inc., Edison Papers, Joint Council on Economic Education.

Materials available: Annual report—1981.

Weyerhaeuser Company
Weyerhaeuser Company Foundation

Tacoma, WA 98477 (206) 924-3159
Mary Hall, *Vice President and General Manager*

Total Educational Grants in 1981: $1,793,574

Purpose: To improve the quality of life in communities and regions where Weyerhaeuser Company has a significant number of employees through certain aspects of local education, and to provide leadership on issues related to forest land use. A third focus of educational support is through special historic programs: matching gifts, scholarships and fellowships.

Significant Policies: Funds for education are restricted to the following categories: general education reflecting geographic considerations, forest leadership (unsolicited applications not encouraged until further notice); fellowships (participating institutions selected through nomination); scholarships (administered through National Merit and Citizens' Scholarship Foundation of America); matching gifts (restricted to employee-supported private secondary schools, colleges and universities).

Support of Colleges and Universities

Unrestricted Operating Grants: $21,931. Includes $12,931 to eleven Canadian colleges and universities, and $9,000 to three United States colleges and universities.

Student Aid Grants: $551,739. Of this amount, $263,000 is for 33 fellowships at 30 United States universities, and $179,000 for foreign fellowships. Fellowships awarded in such fields as forestry, engineering; computer sciences, physical sciences, and land use planning. Other student scholarships in Weyerhaeuser communities—$109,739.

Cost-of-Education Supplements: . $1,290. Tuition-increase supplements to fellowships.

Departmental and Research Grants: $100,300. To thirteen universities in Weyerhaeuser communities.

Capital Grants: $23,040. To three colleges and vocational institutions in rural Weyerhaeuser communities.

Employee Matching Gifts: $140,081. To private colleges and universities—$97,043; to private secondary schools—$43,038.

Indirect Grants: $31,500. To independent college funds in three states.

Support of Students

Undergraduate Scholarships: $179,209. Administered through NMSC. Annual awards of up to 30 scholarships to sons and daughters of Weyerhaeuser employees; 12 $1,000 National Merit Scholarships (not sons or daughters of employees); ten $1,000 National Achievement Scholarships for minority stu-

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dents. Beginning in 1982, a program of grants to vocational and technical schools and community colleges will be offered through the Citizens' Scholarship Foundation of America. Available to sons and daughters of Weyerhaeuser employees, up to 20 awards will be made each year.

Support of Education-Related Organizations and Associations

$202,000. Future Farmers of America—$33,000; National 4-H Council—$145,000; Washington State 4-H Council—$23,000; Virginia 4-H Club—$1,000.

Special Educational Support

$347,266. Economic education—$268,666; other educational research—$78,600.

Other

$194,500. Universities and colleges for special programs benefiting a target population in Weyerhaeuser communities (e.g., hearing impaired, minorities); to local school districts in rural Weyerhaeuser communities for program improvement—$121,500.

Materials Available: Matching gifts, scholarships and fellowships.

Participating Companies, Alphabetically Arranged

According to their expressed preferences, companies represented in this casebook are in each case listed by their corporate name and/or the name of the company-established foundation.

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International Multifoods Corporation
  International Multifoods Charitable Foundation ... 140
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  International Paper Company Foundation ... 142
International Telephone and Telegraph Corporation ... 144

Jefferson-Pilot Corporation ... 146
Jostens, Inc.
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Kaman Corporation ... 148
Kimberly-Clark Corporation
  Kimberly-Clark Foundation, Inc. ... 150
Koppers Company, Inc.
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- The Liberty Corporation
  - The Liberty Corporation Foundation 154
- Lockheed Corporation
  - Lockheed Leadership Fund 155
- Lubrizol Corporation
  - Lubrizol Foundation 156

- McGraw-Hill, Inc.
  - McGraw-Hill Foundation, Inc. 157
- Manufacturers Hanover Foundation 159
- Marathon Oil Company
  - Marathon Oil Foundation, Inc. 160
- Mary Kay Cosmetics, Inc.
  - Mary Kay Foundation
    - Mary Kay Ash Guaranteed Annuity Trust 161
- The Maytag Company
  - The Maytag Company Foundation, Inc. 162
- The Mead Corporation
  - The Mead Corporation Foundation 165
- Merck & Co., Inc.
  - The Merck Company Foundation 167
- Merrill Lynch & Co.
  - Merrill Lynch & Co. Foundation, Inc. 169
- Metropolitan Life Insurance Company
  - Metropolitan Life Foundation 170
- Midland-Ross Corporation
  - Midland-Ross Foundation 172
- Mobil Oil Corporation
  - Mobil Foundation, Inc. 173
- Monsanto Company
  - Monsanto Fund 174
- Montgomery Ward & Co., Inc.
  - Montgomery Ward Foundation 176
- Morgan Guaranty Trust Company of New York
  - Morgan Guaranty Trust Company of New York Charitable Trust 177
- Motorola Inc.
  - Motorola Foundation 180
- Munsingwear, Inc. 181

- Nalco Chemical Company
  - The Nalco Foundation 182
- National Distillers and Chemical Corporation 183
- New York Life Insurance Company
  - New York Life Foundation 184
- New York Telephone 185
- Northeast Utilities 187
- The Northern Trust Company
  - The Northern Trust Company Charitable Trust 188
- Oglebay Norton Company
  - Oglebay Norton Foundation 189
- Olin Corporation
  - Olin Corporation Charitable Trust 190

- Pacific Gas and Electric Company 192
- Pacific Mutual Life Insurance Company 194
- Pacific Telephone Company 196
- Panhandle Eastern Corporation 197
- J.C. Penney Company, Inc. 199
- Pennsylvania Power & Light Company 200
- PepsiCo, Inc.
  - PepsiCo Foundation 201
- Pfizer Inc.
  - The Pfizer Foundation 202
- Phelps Dodge Corporation
  - Phelps Dodge Foundation 204
- Philip Morris Incorporated 205
- Phillips Petroleum Company
  - Phillips Petroleum Foundation, Inc. 207
- Polaroid Foundation, Inc. 208
- Price Waterhouse
  - Price Waterhouse Foundation 209
- The Procter & Gamble Company
  - The Procter & Gamble Fund 210
- The Prudential Insurance Company of America
  - The Prudential Foundation 212
- Public Service Indiana 214

- The Quaker Oats Company
  - The Quaker Oats Foundation 215

- RCA Corporation 216
- Ralston Purina Company
  - Ralston Purina Trust Fund 218
- Reader's Digest Foundation 219
- Republic Steel Corporation Educational and Charitable Trust 220
- Rockwell International Corporation
  - Rockwell International Corporation Trust 222
- Rohm and Haas Company 224

- St. Regis Paper Co. 225
- Santa Fe Industries, Inc.
  - Santa Fe Industries Foundation 226
- Schering-Plough Corporation
  - Schering-Plough Foundation, Inc. 228
- Scott Paper Company
  - Scott Paper Company Foundation 229
- The Sears-Roebuck Foundation 230
- Security Pacific National Bank
  - Security Pacific Foundation 232
- Shell Companies Foundation, Incorporated 232

The Sherwin-Williams Company
  The Sherwin-Williams Foundation 235
Southern California Edison Company 236
Southern California Gas Company 237
Standard Oil Company of California and the Chevron Family of Companies 238
Standard Oil Company (Indiana)
  Amoco Foundation, Inc. 240
The Standard Oil Company (Ohio) 241
State Farm Companies Foundation 242
Stauffer Chemical Company 243
Sun Company 244
The Superior Oil Company 246
Sybron Corporation
  Sybron Community Fund 247

Tektronix, Inc.
  Tektronix Foundation 248
Tenneco Inc. 249
Texaco 250
Texas Commerce Bank
  Texas Commerce Bank Foundation 251
Thomas & Betts Corporation
  The Thomas & Betts Charitable Trust 252
Ticor
  Ticor Foundation 253
Transamerica Corporation 254

Union Carbide Corporation 255
Union Electric Company
  Union Electric Charitable Trust 257
Union Oil Company of California
  Union Oil Company of California Foundation 259
Union Pacific Corporation
  Union Pacific Foundation 260
Uniroyal, Inc. 261
United States Gypsum Company
  The United States Gypsum Foundation, Inc. 262
United States Steel Corporation
  United States Steel Foundation, Inc. 263
United Technologies Corporation 264
United Telecommunications, Inc. 266
The Upjohn Company 267

The Wachovia Corporation 268
Western Electric
  Western Electric Fund 269
Westinghouse Electric Corporation
  Westinghouse Educational Foundation 271
Weyerhaeuser Company
  Weyerhaeuser Company Foundation 273

Participating Companies by Field of Business

BANKS

Bank of America
The Bank of New York Company
Bank of the Southwest
Bankers Trust Company
The Chase Manhattan Bank, N.A.
Chemical Bank
The Connecticut Bank and Trust Company
Continental Illinois Corporation-
  Continental Bank
Crocker National Bank
First Bank System, Inc.
First National Bank & Trust Co.
  of Oklahoma City
Manufacturers Hanover Foundation
Morgan Guaranty Trust Company
  of New York
The Northern Trust Company
Security Pacific National Bank
Texas Commerce Bank
The Wachovia Corporation

BUSINESS SERVICES

American Express Company
Merrill Lynch & Co.
Price Waterhouse

CHEMICALS & ALLIED PRODUCTS

Air Products and Chemicals, Inc.
Allied Corporation
American Cyanamid Company
Celanese Corporation
Dow Corning Corporation
E.I. du Pont de Nemours & Company
Eastman Kodak Company
Ethyl Corporation
H.B. Fuller Company
Grace Foundation Inc.
Hercules Incorporated
International Minerals & Chemical
  Corporation
Koppers Company, Inc.
Lubrizol Corporation
Mary Kay Cosmetics, Inc.
Monsanto Company
Nalco Chemical Company
National Distillers and Chemical
  Corporation
Olin Corporation
Polaroid Foundation, Inc.
The Procter & Gamble Company
Rohm and Haas Company
The Sherwin-Williams Company
Stauffer Chemical Company
Sybron Corporation
Union Carbide Corporation

ELECTRICAL MACHINERY & OFFICE EQUIPMENT

Emerson Electric Co.
General Electric Company
Gould Inc.
Honeywell Inc.
International Business Machines
  Corporation
The Maytag Company
Motorola Inc.
RCA Corporation
Tektronix, Inc.
Thomas & Betts Corporation
Western Electric
Westinghouse Electric Corporation

ENGINEERING & CONSTRUCTION

Dravo Corporation
Halliburton Company

FABRICATED METAL

American Can Company
American Standard Inc.
Butler Manufacturing Company Foundation
Illinois Tool Works Inc.

FOOD, BEVERAGE & TOBACCO

Consolidated Foods Corporation
Esmark, Inc.
Foremost-McKesson, Inc.
General Foods Corporation
General Mills Foundation
Hershey Foods Corporation
International Multifoods Corporation
Kraft, Inc.
PepsiCo, Inc.
Philip Morris Incorporated
The Quaker Oats Company
Ralston Purina Company

INSURANCE

Aetna Life and Casualty
American International Group
The Bankers Life
Connecticut Mutual Life Insurance
  Company
Crum and Forster
Equitable Life Assurance Society
  of the United States
Fireman's Fund Insurance Companies
The Guardian Life Insurance Co.
  of America
Jefferson-Pilot Corporation
The Liberty Corporation
Metropolitan Life Insurance Company
New York Life Insurance Company

Pacific Mutual Life Insurance Company
The Prudential Insurance Company
of America
State Farm Companies Foundation
Ticor
Transamerica Corporation

MACHINERY

Brunswick Corporation
Caterpillar Tractor Co.
Cooper Industries, Inc.
Deere & Company
Digital Equipment Corporation
FMC Corporation
Harris Corporation
Midland-Ross Corporation

MERCHANDISING

Carson Pirie Scott & Company
Carter Hawley Hale Stores, Inc.
Dayton Hudson Corporation
Kaman Corporation
Montgomery Ward & Co., Inc.
J.C. Penney Company, Inc.
The Sears-Roebuck Foundation

MINING

Amax Foundation, Inc.
Freeport-McMoRan Inc.
Ogelbay Norton Company

PAPER

Champion International Corporation
Consolidated Papers, Inc.
Container Corporation of America
The Continental Group, Inc.
Crown Zellerbach Foundation
International Paper Company
Kimberly-Clark Corporation
The Mead Corporation
St. Regis Paper Company
Scott Paper Company
Weyerhaeuser Company

PETROLEUM REFINING & RELATED INDUSTRIES

Atlantic Richfield Company
Cities Service Company
Conoco Inc.
Exxon Education Foundation
Getty Oil Company
Gulf Oil Corporation
Marathon Oil Company
Mobil Oil Corporation
Phillips Petroleum Company
Shell Companies Foundation, Incorporated
Standard Oil Company of California and
the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Sun Company
The Superior Oil Company
Tenneco Inc.
Texaco
Union Oil Company of California

PHARMACEUTICALS

American Home Products Corporation
Bristol-Myers Company
Burroughs Wellcome Co.
The Burroughs Wellcome Fund
Merck & Co., Inc.
Pfizer Inc.
Schering-Plough Corporation
The Upjohn Company

PRIMARY METAL

Abex Corporation
Alcoa Foundation
Amsted Industries Incorporated
Bethlehem Steel Corporation
Cabot Corporation
Carpenter Technology Corporation
Dayton Malleable Inc.
Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
Phelps Dodge Corporation
Republic Steel Corporation Educational
and Charitable Trust
United States Steel Corporation

PRINTING & PUBLISHING

Deluxe Check Printers, Inc.
Graphic Controls Corporation
Jostens Inc.
McGraw-Hill, Inc.
Reader's Digest Foundation

RUBBER

The Firestone Tire & Rubber Company
The General Tire & Rubber Company
The BFGoodrich Company
Uniroyal, Inc.

STONE, CLAY & GLASS

United States Gypsum Company

TELECOMMUNICATIONS

American Broadcasting Companies, Inc.
American Telephone and Telegraph
Company
GTE Corporation
International Telephone and Telegraph
Corporation
New York Telephone
Pacific Telephone Company
United Telecommunications, Inc.

TEXTILES & APPAREL

Burlington Industries, Inc.
Munsingwear, Inc.

TRANSPORTATION

Santa Fe Industries, Inc.
Union Pacific Corporation

TRANSPORTATION EQUIPMENT

ACF Industries, Incorporated
The Boeing Company
Ford Motor Company
General Motors Corporation
Lockheed Corporation
Rockwell International Corporation
United Technologies Corporation

UTILITIES

Cleveland Electric Illuminating Company
Duke Power Company
Northeast Utilities
Pacific Gas and Electric Company
Panhandle Eastern Corporation
Pennsylvania Power & Light Company
Public Service Indiana
Southern California Edison Company
Southern California Gas Company
Union Electric Company

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Participating Companies by Size of Educational Support Program

UNDER $250,000

ACF Industries, Incorporated
Abex Corporation
American Home Products Corporation
American International Group
American Standard Inc.
Amsted Industries Incorporated
The Bank of New York Company, Inc.
Bank of the Southwest
Butler Manufacturing Company Foundation
Carpenter Technology Corporation
Carson Pirie Scott & Company
Cleveland Electric Illuminating Company
The Connecticut Bank and Trust Company
Consolidated Papers, Inc.
Dayton Malleable Inc.
Dravo Corporation
First National Bank & Trust Co. of Oklahoma City
Foremost-McKesson, Inc.
H.B. Fuller Company
The General Tire & Rubber Company
Gould Inc.
Graphic Controls Corporation
The Guardian Life Insurance Co. of America
Interlake, Inc.
International Multifoods Corporation
Jostens Inc.
Kaman Corporation
The Liberty Corporation
Mary Kay Cosmetics, Inc.
Midland-Ross Corporation
Munsingwear, Inc.
Northeast Utilities
The Northern Trust Company
Oglebay Norton Company
Pacific Mutual Life Insurance Company
Pennsylvania Power & Light Company
Public Service Indiana
Reader's Digest Foundation
The Sherwin-Williams Company
State Farm Companies Foundation
The Superior Oil Company
Texas Commerce Bank
Thomas & Betts Corporation
Ticor
Uniroyal, Inc.
United States Gypsum Company
United Telecommunications, Inc.

$250,000 – $500,000

American Broadcasting Companies, Inc.
The Bankers Life
Bankers Trust Company
Burroughs Wellcome Co.
Carter Hawley Hale Stores, Inc.
Champion International Corporation
Connecticut Mutual Life Insurance Company
Container Corporation of America
Crocker National Bank
Crown Zellerbach Foundation
Dow Corning Corporation
Duke Power Company
Esmark, Inc.
The BFGoodrich Company
Harris Corporation
Hercules Incorporated
Hershey Foods Corporation
Illinois Tool Works Inc.
Lockheed Corporation
Lubrizol Corporation
Manufacturers Hanover Foundation
The Maytag Company
Montgomery Ward & Co., Inc.
Nalco Chemical Company
Pacific Gas and Electric Company
Pacific Telephone Company
Panhandle Eastern Corporation
Phelps Dodge Corporation
Polaroid Foundation, Inc.
Republic Steel Corporation Educational and Charitable Trust
St. Regis Paper Company
Scott Paper Company
Southern California Edison Company
Southern California Gas Company
Sybron Corporation
Transamerica Corporation
Union Electric Company

$500,000 – $750,000

American Cyanamid Company
American Express Company
Brunswick Corporation
Cabot Corporation
Consolidated Foods Corporation
Continental Illinois Corporation-Continental Bank
Crum and Forster
Deluxe Check Printers, Inc.
Ethyl Corporation
Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company
First Bank System, Inc.
Freeport-McMoRan Inc.
Jefferson-Pilot Corporation

Kimberly-Clark Corporation
Koppers Company, Inc.
McGraw-Hill, Inc.
Merrill Lynch & Co.
Motorola Inc.
National Distillers and Chemical Corporation
New York Life Insurance Company
Olin Corporation
PepsiCo, Inc.
Price Waterhouse
Rohm and Haas Company
Santa Fe Industries, Inc.
Schering-Plough Corporation
Security Pacific National Bank
The Wachovia Corporation

$750,000 – $1 MILLION

Air Products and Chemicals, Inc.
American Can Company
Chemical Bank
Cooper Industries, Inc.
Dayton Hudson Corporation
Emerson Electric Co.
FMC Corporation
Inland Steel-Ryerson Foundation, Inc.
International Minerals & Chemical Corporation
Kraft, Inc.
The Mead Corporation
J.C. Penney Company, Inc.
Pfizer Inc.
The Quaker Oats Company

$1 MILLION – $2 MILLION

Aetna Life and Casualty
Allied Corporation
Amax Foundation, Inc.
Bethlehem Steel Corporation
The Boeing Company
Bristol-Myers Company
Burlington Industries, Inc.
The Burroughs Wellcome Fund
Caterpillar Tractor Co.
Celanese Corporation
Cities Service Company
The Continental Group, Inc.
Deere & Company
Equitable Life Assurance Society of the United States
General Foods Corporation
General Mills Foundation
Getty Oil Company
Halliburton Company
International Paper Company
Marathon Oil Company
Metropolitan Life Insurance Company
Morgan Guaranty Trust Company of New York
New York Telephone
The Prudential Insurance Company of America
RCA Corporation
Ralston Purina Company
Rockwell International Corporation
Stauffer Chemical Company
Tektronix, Inc.
Tenneco Inc.
Union Carbide Corporation
Union Oil Company of California
The Uphohn Company
Westinghouse Electric Corporation
Weyerhaeuser Company

$2 MILLION – $3 MILLION

American Telephone and Telegraph Company
Bank of America
The Chase Manhattan Bank, N.A.
GTE Corporation
Grace Foundation Inc.
Honeywell Inc.
International Telephone and Telegraph Corporation
Merck & Co., Inc.
Monsanto Company
Philip Morris Incorporated
The Sears-Roebuck Foundation
Union Pacific Corporation
United States Steel Corporation
United Technologies Corporation
Western Electric

OVER $3 MILLION

Alcoa Foundation
Atlantic Richfield Company
Conoco Inc.
Digital Equipment Corporation
E.I. du Pont de Nemours & Company
Eastman Kodak Company
Exxon Education Foundation
Ford Motor Company
General Electric Company
General Motors Corporation
Gulf Oil Corporation
International Business Machines Corporation
Mobil Oil Corporation
Phillips Petroleum Company
The Procter & Gamble Company
Shell Companies Foundation, Incorporated
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Sun Company
Texaco

Participating Companies by Categories of Giving

The participating companies selected the categories to be listed under, whether or not the category is included in the program description. An * by the company name indicates that the category is not included in the program description. In some instances there may be a distinction in the support provided by the company and/or its foundation.

CHAIRS–NAMED PROFESSORSHIPS

Bank of America*
The Boeing Company*

Carpenter Technology Corporation
Celanese Corporation*
The Chase Manhattan Bank, N.A.*
Conoco Inc.*

Emerson Electric Co.
Ethyl Corporation

GTE Corporation*
Gulf Oil Corporation

International Minerals & Chemical Corporation
International Telephone and Telegraph Corporation

Lockheed Corporation*

Merck & Co., Inc.*
Metropolitan Life Insurance Company

PepsiCo, Inc.
Phelps Dodge Corporation*
Philip Morris Incorporated*
Price Waterhouse*

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust

Southern California Edison Company
The Standard Oil Company (Ohio)

Texas Commerce Bank

United Technologies Corporation*
The Upjohn Company

CHAIRS–TERM

First Bank System, Inc.

GTE Corporation*
Getty Oil Company*

Philip Morris Incorporated*
Price Waterhouse*

Shell Companies Foundation, Incorporated
The Standard Oil Company (Ohio)

CHAIRS–ENDOWED

Air Products and Chemicals, Inc.
American Express Company*
Atlantic Richfield Company

Bank of America*
Bankers Trust Company*
The Boeing Company*
Burroughs Wellcome Co.

Carpenter Technology Corporation
Cleveland Electric Illuminating Company
Conoco Inc.*

Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company*
First National Bank & Trust Co. of Oklahoma City

GTE Corporation*
Getty Oil Company*
Grace Foundation Inc.
Gulf Oil Corporation

The Hershey Foods Corporation*

International Minerals & Chemical Corporation

Lockheed Corporation*

Merrill Lynch & Co.
Metropolitan Life Insurance Company
Morgan Guaranty Trust Company of New York

Northeast Utilities

Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
Pfizer Inc.
Phelps Dodge Corporation*

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust
Rohm and Haas Company

*This category is part of the company program but is not included in the program description.

Southern California Edison Company
Standard Oil Company of California and
  the Chevron Family of Companies
Sun Company

Union Oil Company of California
United Technologies Corporation*
United Telecommunications, Inc.
The Upjohn Company*

The Wachovia Corporation
Weyerhaeuser Company

COST-OF-EDUCATION SUPPLEMENTS

Alcoa Foundation

The Burroughs Wellcome Fund

Connecticut Mutual Life Insurance
  Company
Continental Illinois Corporation-
  Continental Bank

Dayton Hudson Corporation

Eastman Kodak Company
Esmark, Inc.

Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company

Gulf Oil Corporation

International Business Machines
  Corporation
International Telephone and Telegraph
  Corporation

The Maytag Company
Merck & Co., Inc.
Mobil Oil Corporation*

The Northern Trust Company

Olin Corporation

Panhandle Eastern Corporation
PepsiCo, Inc.
Price Waterhouse

RCA Corporation

Schering-Plough Corporation
Scott Paper Company*
State Farm Companies Foundation
The Superior Oil Company

Tektronix, Inc.

United Telecommunications, Inc.

Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

DEPARTMENTAL GRANTS

ACF Industries, Incorporated*
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Cyanamid Company
American Express Company
American Telephone and Telegraph
  Company*
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of America*
Bank of the Southwest
The Bankers Life
Bankers Trust Company
The Boeing Company
Burlington Industries, Inc.
Burroughs Wellcome Co.
The Burroughs Wellcome Fund

Cabot Corporation
Carpenter Technology Corporation
Caterpillar Tractor Co.
Celanese Corporation
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Connecticut Mutual Life Insurance
  Company
Conoco Inc.
Container Corporation of America
The Continental Group, Inc.
Cooper Industries, Inc.
Crum and Forster*

Dayton Hudson Corporation
Deere & Company
Digital Equipment Corporation
Dow Corning Corporation
Dravo Corporation
E.I. du Pont de Nemours & Company
Duke Power Company

Eastman Kodak Company
Emerson Electric Co.
Equitable Life Assurance Society of the
  United States
Esmark, Inc.
Ethyl Corporation
Exxon Education Foundation

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*This category is part of the company program but is not included in the program description.

FMC Corporation
Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company
Ford Motor Company
Freeport-McMoRan Inc.
H.B. Fuller Company

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Grace Foundation Inc.
Graphic Controls Corporation
Gulf Oil Corporation

Halliburton Company
Harris Corporation
Hercules Incorporated
The Hershey Foods Corporation
Honeywell Inc.

Illinois Tool Works Inc.
Inland Steel-Ryerson Foundation, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation
International Paper Company
International Telephone and Telegraph Corporation

Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lockheed Corporation

Marathon Oil Company
Mary Kay Cosmetics, Inc.
The Mead Corporation
Merck & Co., Inc.
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Mobil Oil Corporation
Monsanto Company

National Distillers and Chemical Corporation
Northeast Utilities
The Northern Trust Company

Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Procter & Gamble Company
The Prudential Insurance Company of America

The Quaker Oats Company

RCA Corporation
Ralston Purina Company
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

Schering-Plough Corporation
Security Pacific National Bank
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Southern California Gas Company
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Sun Company
The Superior Oil Company

Tektronix, Inc.
Tenneco Inc.
Texaco
Texas Commerce Bank
Transamerica Corporation

Union Carbide Corporation
Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.
United States Steel Corporation
United Technologies Corporation
United Telecommunications, Inc.
The Upjohn Company

Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

EDUCATIONAL ORGANIZATIONS AND ASSOCIATIONS

ACF Industries, Incorporated
Abex Corporation
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation

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*This category is part of the company program but is not included in the program description.

Amax Foundation, Inc.
American Can Company
American Cyanamid Company
American Express Company
American International Group
American Standard Inc.
American Telephone and Telegraph Company
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of America
Bank of the Southwest
The Bankers Life
Bankers Trust Company
Bethlehem Steel Corporation
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burlington Industries, Inc.
Burroughs Wellcome Co.
The Burroughs Wellcome Fund
Butler Manufacturing Company Foundation

Cabot Corporation
Carpenter Technology Corporation
Carson Pirie Scott & Company
Caterpillar Tractor Co.
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Cleveland Electric Illuminating Company*
The Connecticut Bank and Trust Company
Connecticut Mutual Life Insurance Company
Conoco Inc.
Consolidated Foods Corporation
Consolidated Papers, Inc.
Container Corporation of America
The Continental Group, Inc.
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crum and Forster

Dayton Hudson Corporation
Deere & Company
Digital Equipment Corporation
Dravo Corporation
E.I. du Pont de Nemours & Company
Duke Power Company

Eastman Kodak Company
Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.
Ethyl Corporation
Exxon Education Foundation

FMC Corporation
Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company
First Bank System, Inc.
First National Bank & Trust Co. of Oklahoma City
Ford Motor Company
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.
H.B. Fuller Company

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation

Illinois Tool Works Inc.
Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation
International Paper Company
International Telephone and Telegraph Corporation

Jefferson-Pilot Corporation
Jostens Inc.

Kaman Corporation
Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lockheed Corporation

McGraw-Hill, Inc.
Marathon Oil Company
Mary Kay Cosmetics, Inc.
The Maytag Company
The Mead Corporation
Merck & Co., Inc.
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation
Monsanto Company
Montgomery Ward & Co., Inc.

*This category is part of the company program but is not included in the program description.

Morgan Guaranty Trust Company of New York
Motorola Inc.
Munsingwear, Inc.

Nalco Chemical Company
National Distillers and Chemical Corporation
New York Telephone
The Northern Trust Company

Oglebay Norton Company
Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Pacific Telephone Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Procter & Gamble Company
The Prudential Insurance Company of America

The Quaker Oats Company

RCA Corporation
Reader's Digest Foundation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

St. Regis Paper Company
Santa Fe Industries, Inc.
Schering-Plough Corporation
Scott Paper Company
The Sears-Roebuck Foundation
Security Pacific National Bank
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Southern California Edison Company
Southern California Gas Company
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Sun Company
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.
Texaco
Texas Commerce Bank
Thomas & Betts Corporation
Transamerica Corporation

Union Carbide Corporation
Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.
United States Gypsum Company
United States Steel Corporation
United Technologies Corporation
United Telecommunications, Inc.

The Wachovia Corporation
Western Electirc
Westinghouse Electric Corporation
Weyerhaeuser Company

EMPLOYEE ADVANCED EDUCATION

Abex Corporation
Allied Corporation
Amsted Industries Incorporated*

Bank of the Southwest
The Bankers Life
Bankers Trust Company
The Boeing Company*
Bristol-Myers Company

Carpenter Technology Corporation*
Caterpillar Tractor Co.
Cities Service Company*
Crum and Forster

Deluxe Check Printers, Inc.
Digital Equipment Corporation*
Dow Corning Corporation
Dravo Corporation
Duke Power Company

Eastman Kodak Company
Emerson Electric Co.
Ethyl Corporation

FMC Corporation
First National Bank & Trust Co. of Oklahoma City*
Ford Motor Company*
Freeport-McMoRan Inc.*
H. B. Fuller Company

GTE Corporation*
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Gulf Oil Corporation*

Harris Corporation

International Minerals & Chemical Corporation*
International Multifoods Corporation*

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*This category is part of the company program but is not included in the program description.

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International Telephone and Telegraph Corporation*

Kaman Corporation
Kraft, Inc.*

Lockheed Corporation*

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
Mary Kay Cosmetics, Inc.*
The Maytag Company*
Merck & Co., Inc.*

Oglebay Norton Company

Pacific Gas and Electric Company
Panhandle Eastern Corporation
Pfizer Inc.
Philip Morris Incorporated

Rohm and Haas Company*

Scott Paper Company*
The Sherwin-Williams Company*
Standard Oil Company of California and the Chevron Family of Companies*
Standard Oil Company (Indiana)*
The Standard Oil Company (Ohio)
Sun Company*
The Superior Oil Company
Sybron Corporation*

Transamerica Corporation*

Union Electric Company*
Union Pacific Corporation
United States Gypsum Company
United Technologies Corporation*
United Telecommunications, Inc.

The Wachovia Corporation*
Western Electric
Westinghouse Electric Corporation*

ENDOWMENT, GENERAL

Allied Corporation

Burlington Industries, Inc.

The Connecticut Bank and Trust Company
Conoco Inc.*
Consolidated Papers, Inc.
The Continental Group, Inc.

Dayton Hudson Corporation
Dayton Malleable Inc.

Esmark, Inc.*

General Motors Corporation
Gulf Oil Corporation

Lockheed Corporation

The Northern Trust Company

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
Phelps Dodge Corporation*

Reader's Digest Foundation
Rockwell International Corporation

Sun Company

United States Steel Corporation

EQUIPMENT ASSISTANCE

Alcoa Foundation
Allied Corporation
American Can Company

The Boeing Company*
Burlington Industries, Inc.
Burroughs Wellcome Co.

Cabot Corporation
Caterpillar Tractor Co.
Celanese Corporation
Champion International Corporation
Cities Service Company*
Connecticut Mutual Life Insurance Company*
Conoco Inc.*
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crum and Forster

Digital Equipment Corporation
Dravo Corporation
Duke Power Company

Emerson Electric Co.
Esmark, Inc.*

FMC Corporation
The Firestone Tire & Rubber Company
Ford Motor Company

General Motors Corporation
Graphic Controls Corporation
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation*

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*This category is part of the company program but is not included in the program description.

Kaman Corporation
Kraft, Inc.*

Lockheed Corporation*

Marathon Oil Company
Mary Kay Cosmetics, Inc.
The Mead Corporation*
Mobil Oil Corporation*
Monsanto Company*

Nalco Chemical Company
The Northern Trust Company*

Pacific Gas and Electric Company*
Panhandle Eastern Corporation
Pennsylvania Power & Light Company*
Pfizer Inc.
Philip Morris Incorporated*
Polaroid Foundation, Inc.*

RCA Corporation
Republic Steel Corporation Educational
and Charitable Trust
Rockwell International Corporation*
Rohm and Haas Company

Shell Companies Foundation, Incorporated
Standard Oil Company of California and
the Chevron Family of Companies
Standard Oil Company (Indiana)
Sun Company
The Superior Oil Company*

Tenneco Inc.
Texaco
Texas Commerce Bank

Union Electric Company
Union Pacific Corporation
United States Steel Corporation
United Technologies Corporation

Western Electric
Weyerhaeuser Company

FACULTY SALARIES

Allied Corporation
American Cyanamid Company
Atlantic Richfield Company

Bank of the Southwest
Burroughs Wellcome Co.
The Burroughs Wellcome Fund

Cabot Corporation*
Conoco Inc.*

Exxon Education Foundation

Gulf Oil Corporation

Halliburton Company
Harris Corporation

Marathon Oil Company
Mobil Oil Corporation

Nalco Chemical Company

RCA Corporation
Republic Steel Corporation Educational
and Charitable Trust
Rockwell International Corporation*

Standard Oil Company (Indiana)
Sun Company
The Superior Oil Company

Tektronix, Inc.

Union Electric Company

Westinghouse Electric Corporation*

FELLOWSHIPS

ACF Industries, Incorporated
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
Atlantic Richfield Company

Bankers Trust Company
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burlington Industries, Inc.
Burroughs Wellcome Co.
The Burroughs Wellcome Fund

Cabot Corporation
Caterpillar Tractor Co.
Champion International Corporation
The Chase Manhattan Bank, N.A.
Conoco Inc.*
Continental Illinois Corporation-
Continental Bank

Dayton Malleable Inc.
Dow Corning Corporation
E. I. du Pont de Nemours & Company

Eastman Kodak Company
Esmark, Inc.
Exxon Education Foundation

The Firestone Tire & Rubber Company
Foremost-McKesson, Inc.

*This category is part of the company program but is not included in the program description.

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation

Inland Steel-Ryerson Foundation, Inc.
International Business Machines
  Corporation
International Paper Company
International Telephone and Telegraph
  Corporation

Kraft, Inc.

Lockheed Corporation
Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
Marathon Oil Company
Merck & Co., Inc.
Metropolitan Life Insurance Company
Mobil Oil Corporation*
Morgan Guaranty Trust Company
  of New York
Motorola Inc.

National Distillers and Chemical
  Corporation
Northeast Utilities

Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Prudential Insurance Company
  of America

The Quaker Oats Company

RCA Corporation
Ralston Purina Company
Republic Steel Corporation Educational
  and Charitable Trust
Rockwell International Corporation

Schering-Plough Corporation
Shell Companies Foundation, Incorporated
Standard Oil Company of California and
  the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
State Farm Companies Foundation
Stauffer Chemical Company
Sun Company

Tektronix, Inc.
Tenneco Inc.
Texaco

Union Carbide Corporation
Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.
United Telecommunications, Inc.
The Upjohn Company

Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

LIBRARY SUPPORT

ACF Industries, Incorporated
Alcoa Foundation
Allied Corporation
American Can Company

Bankers Trust Company
The Boeing Company
Burlington Industries, Inc.
Burroughs Wellcome Co.*

Cabot Corporation*
The Chase Manhattan Bank, N.A.
Cities Service Company*
Conoco Inc.*
Consolidated Papers, Inc.*
The Continental Group, Inc.*
Continental Illinois Corporation-
  Continental Bank
Cooper Industries, Inc.*
Crum and Forster

Duke Power Company

Esmark, Inc.*

The Firestone Tire & Rubber Company
First Bank System, Inc.
Ford Motor Company

Gulf Oil Corporation

Harris Corporation

*This category is part of the company program but is not included in the program description.

Interlake, Inc.

Jefferson-Pilot Corporation

Lockheed Corporation*
Lubrizol Corporation

Marathon Oil Company
The Mead Corporation*
Midland-Ross Corporation*
Mobil Oil Corporation
Morgan Guaranty Trust Company of New York

Nalco Chemical Company
National Distillers and Chemical Corporation
New York Telephone*
The Northern Trust Company

Pacific Gas and Electric Company
Panhandle Eastern Corporation
Pfizer Inc.

RCA Corporation
Rockwell International Corporation*

Standard Oil Company (Indiana)*
Sun Company
The Superior Oil Company

Tektronix, Inc.
Transamerica Corporation

Union Electric Company*
Union Pacific Corporation
United Technologies Corporation*

Weyerhaeuser Company

MAJOR FUND DRIVES

ACF Industries, Incorporated*
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Express Company
American International Group
American Telephone and Telegraph Company
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of the Southwest
The Bankers Life
Bankers Trust Company
Bethlehem Steel Corporation
The Boeing Company
Burlington Industries, Inc.

Cabot Corporation
Carpenter Technology Corporation
Caterpillar Tractor Co.
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Connecticut Mutual Life Insurance Company*
Conoco Inc.*
Consolidated Papers, Inc.*
Container Corporation of America
The Continental Group, Inc.*
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crown Zellerbach Foundation
Crum and Forster

Deere & Company
Dravo Corporation
Duke Power Company

Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.*
Ethyl Corporation

First Bank System, Inc.
Ford Motor Company
H. B. Fuller Company

General Motors Corporation
The BFGoodrich Company
Grace Foundation Inc.*
Graphic Controls Corporation
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation

Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.*
International Telephone and Telegraph Corporation*

Jefferson-Pilot Corporation

Kaman Corporation*
Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.*

Lockheed Corporation*
Lubrizol Corporation

*This category is part of the company program but is not included in the program description.

McGraw-Hill, Inc.
Marathon Oil Company
Mary Kay Cosmetics, Inc.
The Maytag Company
The Mead Corporation
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Monsanto Company
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York

Nalco Chemical Company
New York Telephone*
The Northern Trust Company

Olin Corporation

Pacific Gas and Electric Company
Panhandle Eastern Corporation
PepsiCo, Inc.
Pfizer Inc.
Price Waterhouse
The Prudential Insurance Company of America
Public Service Indiana

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation*
Rohm and Haas Company

Security Pacific National Bank
Southern California Edison Company
Southern California Gas Company*
Standard Oil Company of California and the Chevron Family of Companies*
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Sun Company
The Superior Oil Company*

Texas Commerce Bank
Transamerica Corporation

Union Electric Company
Union Pacific Corporation
Uniroyal, Inc.
United States Steel Corporation
United Technologies Corporation*
The Upjohn Company

The Wachovia Corporation
Western Electric
Weyerhaeuser Company

MATCHING GIFT PLAN

ACF Industries, Incorporated
Abex Corporation
Aetna Life and Casualty
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Broadcasting Companies, Inc.
American Can Company
American Cyanamid Company
American Express Company
American Home Products Corporation
American International Group
American Standard Inc.
American Telephone and Telegraph Company
Atlantic Richfield Company

Bank of America
The Bank of New York Company, Inc.
Bank of the Southwest
The Bankers Life
Bankers Trust Company
Bethlehem Steel Corporation
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burlington Industries, Inc.
Burroughs Wellcome Co.
Butler Manufacturing Company Foundation

Cabot Corporation
Carpenter Technology Corporation
Carson Pirie Scott & Company
Carter Hawley Hale Stores, Inc.
Caterpillar Tractor Co.
Celanese Corporation
Champion International Corporation
The Chase Manhattan Bank, N.A.
Chemical Bank*
Cities Service Company
Cleveland Electric Illuminating Company
The Connecticut Bank and Trust Company*
Connecticut Mutual Life Insurance Company
Conoco Inc.
Consolidated Foods Corporation
Consolidated Papers, Inc.
Container Corporation of America
The Continental Group, Inc.
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crocker National Bank
Crum and Forster

*This category is part of the company program but is not included in the program description.

Dayton Malleable Inc.
Deere & Company
Deluxe Check Printers, Inc.
Digital Equipment Corporation
Dow Corning Corporation
Dravo Corporation
Duke Power Company

Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.
Ethyl Corporation
Exxon Education Foundation

FMC Corporation
Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company
First Bank System, Inc.
Ford Motor Company
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.
H. B. Fuller Company

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
The General Tire & Rubber Company
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Grace Foundation Inc.
Graphic Controls Corporation
The Guardian Life Insurance Co. of America
Gulf Oil Corporation

Halliburton Company
Harris Corporation
Hercules Incorporated
The Hershey Foods Corporation
Honeywell Inc.

Illinois Tool Works Inc.
Interlake, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation
International Paper Company
International Telephone and Telegraph Corporation

Jefferson-Pilot Corporation
Jostens Inc.

Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
Marathon Oil Company
The Maytag Company
The Mead Corporation
Merck & Co., Inc.
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation
Monsanto Company
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York
Motorola Inc.
Munsingwear, Inc.

Nalco Chemical Company
National Distillers and Chemical Corporation
New York Telephone
Northeast Utilities
The Northern Trust Company

Oglebay Norton Company
Olin Corporation

Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
PepsiCo, Inc.
Pfizer Inc.
Phelps Dodge Corporation
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Prudential Insurance Company of America

The Quaker Oats Company

RCA Corporation
Ralston Purina Company
Reader's Digest Foundation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

St. Regis Paper Company
Santa Fe Industries, Inc.

*This category is part of the company program but is not included in the program description.

Schering-Plough Corporation
Scott Paper Company
Security Pacific National Bank
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Stauffer Chemical Company
Sun Company
The Superior Oil Company
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.
Texaco
Texas Commerce Bank
Thomas & Betts Corporation
Ticor
Transamerica Corporation

Union Carbide Corporation
Union Electric Company
Union Oil Company of California
Union Pacific Corporation
United States Gypsum Company
United Technologies Corporation
United Telecommunications, Inc.
The Upjohn Company

The Wachovia Corporation
Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

MINORITY AND DISADVANTAGED GROUPS EDUCATION

ACF Industries, Incorporated*
Aetna Life and Casualty
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Express Company
American International Group
American Telephone and Telegraph Company
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of America*
Bankers Trust Company
Bethleham Steel Corporation
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burroughs Wellcome Co.*
The Burroughs Wellcome Fund
Butler Manufacturing Company Foundation

Cabot Corporation
Carpenter Technology Corporation
Carson Pirie Scott & Company
Caterpillar Tractor Co.
Celanese Corporation*
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Connecticut Mutual Life Insurance Company
Conoco Inc.*
Container Corporation of America
The Continental Group, Inc.
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crocker National Bank
Crown Zellerbach Foundation
Crum and Forster

Deere & Company
Deluxe Check Printers, Inc.
Digital Equipment Corporation
Dow Corning Corporation
Dravo Corporation
E. I. du Pont de Nemours & Company

Eastman Kodak Company
Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.
Ethyl Corporation
Exxon Education Foundation

FMC Corporation
The Firestone Tire & Rubber Company
First Bank System, Inc.
First National Bank & Trust Co. of Oklahoma City
Ford Motor Company
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.
H. B. Fuller Company

GTE Corporation*
General Electric Company
General Foods Corporation
General Mills Foundation
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Grace Foundation Inc.*
Gulf Oil Corporation

*This category is part of the company program but is not included in the program description.

Harris Corporation
Hercules Incorporated
The Hershey Foods Corporation
Honeywell Inc.

Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation
International Paper Company
International Telephone and Telegraph Corporation

Kaman Corporation
Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

Lockheed Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
The Mead Corporation
Merck & Co., Inc.
Metropolitan Life Insurance Company
Mobil Oil Corporation
Monsanto Company
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York
Motorola Inc.

Nalco Chemical Company
New York Life Insurance Company
New York Telephone
Northeast Utilities
The Northern Trust Company

Oglebay Norton Company
Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Pacific Telephone Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
PepsiCo, Inc.
Pfizer Inc.
Phelps Dodge Corporation*
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Procter & Gamble Company

The Prudential Insurance Company of America
Public Service Indiana

The Quaker Oats Company

RCA Corporation
Reader's Digest Foundation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

St. Regis Paper Company
Santa Fe Industries, Inc.
Scott Paper Company
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Southern California Edison Company
Southern California Gas Company
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
Stauffer Chemical Company
Sun Company
The Superior Oil Company
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.
Texaco
Texas Commerce Bank
Thomas & Betts Corporation
Transamerica Corporation

Union Carbide Corporation
Union Electric Company
Union Oil Company of California
Union Pacific Corporation
United States Gypsum Company
United States Steel Corporation
United Technologies Corporation*
United Telecommunications, Inc.
The Upjohn Company*

The Wachovia Corporation
Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

NATIONAL AND STATE FUND-RAISING ASSOCIATIONS

ACF Industries, Incorporated
Abex Corporation
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation

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*This category is part of the company program but is not included in the program description.

Amax Foundation, Inc.
American Cyanamid Company
American Express Company
American International Group
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of America*
Bank of the Southwest
Bankers Trust Company
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burlington Industries, Inc.
Burroughs Wellcome Co.
The Burroughs Wellcome Fund
Butler Manufacturing Company Foundation

Carpenter Technology Corporation
Caterpillar Tractor Co.
Celanese Corporation
The Chase Manhattan Bank, N.A.
Connecticut Mutual Life Insurance Company
Conoco Inc.*
Consolidated Foods Corporation
Container Corporation of America
The Continental Group, Inc.
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crocker National Bank
Crum and Forster

Dayton Malleable Inc.
Deere & Company
Deluxe Check Printers, Inc.
Dow Corning Corporation
Dravo Corporation

Eastman Kodak Company
Emerson Electric Co.
Esmark, Inc.

The Firestone Tire & Rubber Company
Ford Motor Company
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.
H. B. Fuller Company

GTE Corporation
General Foods Corporation
General Mills Foundation
General Motors Corporation
The General Tire & Rubber Company
Getty Oil Company
The BFGoodrich Company
Gould Inc.

Grace Foundation Inc.
The Guardian Life Insurance Co. of America

Harris Corporation
The Hershey Foods Corporation

Illinois Tool Works Inc.
Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Business Machines Corporation
International Multifoods Corporation
International Telephone and Telegraph Corporation

Jefferson-Pilot Corporation
Jostens Inc.

Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lockheed Corporation

McGraw-Hill, Inc.
The Maytag Company
Merck & Co., Inc.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation
Motorola Inc.
Munsingwear, Inc.

Nalco Chemical Company
National Distillers and Chemical Corporation
New York Telephone
Northeast Utilities
The Northern Trust Company

Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Pacific Telephone Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
The Procter & Gamble Company
The Prudential Insurance Company of America

The Quaker Oats Company

*This category is part of the company program but is not included in the program description.

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

Santa Fe Industries, Inc.
Security Pacific National Bank
The Sherwin-Williams Company
Southern California Gas Company
The Standard Oil Company (Ohio)
Stauffer Chemical Company
Sun Company
Sybron Corporation

Tenneco Inc.
Texaco
Ticor
Transamerica Corporation

Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.
United States Gypsum Company
United States Steel Corporation
United Technologies Corporation
United Telecommunications, Inc.
The Upjohn Company

The Wachovia Corporation
Western Electric
Weyerhaeuser Company

PHYSICAL PLANT GRANTS

Air Products and Chemicals, Inc.
Allied Corporation
Amax Foundation, Inc.
American Can Company
Amsted Industries Incorporated
Atlantic Richfield Company

The Boeing Company
Burlington Industries, Inc.
Burroughs Wellcome Co.
Butler Manufacturing Company Foundation

Cabot Corporation
Caterpillar Tractor Co.
Champion International Corporation
Cleveland Electric Illuminating Company
Conoco Inc.
Container Corporation of America*
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.

Deere & Company
Dravo Corporation

Emerson Electric Co.

FMC Corporation
The Firestone Tire & Rubber Company
First Bank System, Inc.
Ford Motor Company

GTE Corporation*
General Motors Corporation
Grace Foundation Inc.
Gulf Oil Corporation
The Hershey Foods Corporation

Interlake, Inc.*
International Minerals & Chemical Corporation

Jefferson-Pilot Corporation

Kaman Corporation
Koppers Company, Inc.
Kraft, Inc.*

Lockheed Corporation
Lubrizol Corporation

Merck & Co., Inc.
Metropolitan Life Insurance Company
Mobil Oil Corporation*
Morgan Guaranty Trust Company*

New York Telephone
Northeast Utilities
The Northern Trust Company

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
Pennsylvania Power & Light Company
Pfizer Inc.
Philip Morris Incorporated
The Prudential Insurance Company of America
Public Service Indiana

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

St. Regis Paper Company
Southern California Gas Company
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)*
Sun Company

Tektronix, Inc.
Tenneco Inc.

*This category is part of the company program but is not included in the program description.

Thomas & Betts Corporation
Transamerica Corporation

Union Electric Company
Union Pacific Corporation
United Technologies Corporation
The Upjohn Company*

The Wachovia Corporation
Western Electric
Weyerhaeuser Company

PRECOLLEGE EDUCATION

Abex Corporation
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Cyanamid Company
Atlantic Richfield Company

Bank of America
Bankers Trust Company
Bethlehem Steel Corporation
The Boeing Company
Burroughs Wellcome Co.*

Cabot Corporation
Chemical Bank*
Cleveland Electric Illuminating Company
Connecticut Mutual Life Insurance Company
Conoco Inc.*
Continental Illinois Corporation-Continental Bank
Crum and Forster

Deere & Company
Digital Equipment Corporation
E. I. du Pont de Nemours & Company
Emerson Electric Co.
Ethyl Corporation*
Exxon Education Foundation

FMC Corporation
Fireman's Fund Insurance Companies*
The Firestone Tire & Rubber Company
First National Bank & Trust Co. of Oklahoma City*

General Foods Corporation
General Mills Foundation
Getty Oil Company*
The BFGoodrich Company
Gould Inc.
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation*
Honeywell Inc.

Illinois Tool Works Inc.
Interlake, Inc.*
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation
International Paper Company
International Telephone and Telegraph Corporation*

Koppers Company, Inc.*
Kraft, Inc.

Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
The Maytag Company
The Mead Corporation
Merck & Co., Inc.
Metropolitan Life Insurance Company
Monsanto Company*
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York

The Northern Trust Company

Oglebay Norton Company
Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Pacific Telephone Company
Panhandle Eastern Corporation
PepsiCo, Inc.
Pfizer Inc.
Phillips Petroleum Company
Polaroid Foundation, Inc.
The Prudential Insurance Company of America

The Quaker Oats Company

RCA Corporation
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company*

Scott Paper Company*
The Sears-Roebuck Foundation
Shell Companies Foundation, Incorporated
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)*
The Standard Oil Company (Ohio)
Sun Company

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*This category is part of the company program but is not included in the program description.

The Superior Oil Company*
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.
Transamerica Corporation

Union Electric Company
United Telecommunications, Inc.

The Wachovia Corporation*
Western Electric*
Weyerhaeuser Company

RESEARCH

ACF Industries, Incorporated
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
American Can Company
American Cyanimid Company
American Express Company

The Bankers Life
Bethlehem Steel Corporation
Bristol-Myers Company
Burroughs Wellcome Co.
The Burroughs Wellcome Fund

Cabot Corporation
Carpenter Technology Corporation
Caterpillar Tractor Co.
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Conoco Inc.*
Continental Illinois Corporation-
Continental Bank
Crum and Forster

Dayton Hudson Corporation
Digital Equipment Corporation
E. I. du Pont de Nemours & [illegible]

Emerson Electric Co.
Esmark, Inc.*

FMC Corporation
The Firestone Tire & Rubber Company
Ford Motor Company
H. B. Fuller Company

General Electric Company
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Graphic Controls Corporation
Gulf Oil Corporation

Harris Corporation

Hercules Incorporated
The Hershey Foods Corporation
Honeywell Inc.

International Business Machines
Corporation
International Minerals & Chemical
Corporation
International Telephone and Telegraph
Corporation

Kraft, Inc.

Lockheed Corporation*
Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
The Mead Corporation
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation
Motorola Inc.

National Distillers and Chemical
Corporation
The Northern Trust Company

Oglebay Norton Company

Pacific Gas and Electric Company
Panhandle Eastern Corporation
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
Price Waterhouse
The Procter & Gamble Company
The Prudential Insurance Company
of America

The Quaker Oats Company

Ralston Purina Company*
Republic Steel Corporation Educational
and Charitable Trust
Rockwell International Corporation

Schering-Plough Corporation
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Southern California Gas Company
The Standard Oil Company (Ohio)
Sun Company
The Superior Oil Company

Tektronix, Inc.
Tenneco Inc.

Union Electric Company

*This category is part of the company program but is not included in the program description.

Union Oil Company of California
Uniroyal, Inc.
United States Steel Corporation
United Technologies Corporation
The Upjohn Company

Weyerhaeuser Company

SCHOLARSHIPS
ACF Industries, Incorporated
Abex Corporation
Aetna Life and Casualty
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Telephone and Telegraph Company
Atlantic Richfield Company

Bank of America
The Bank of New York Company, Inc.
Bank of the Southwest
The Bankers Life
The Boeing Company
Bristol-Myers Company
Burlington Industries, Inc.
Burroughs Wellcome Co.

Cabot Corporation
Caterpillar Tractor Co.
Champion International Corporation
Cities Service Company
Conoco Inc.*
Consolidated Foods Corporation
Consolidated Papers, Inc.
The Continental Group, Inc.
Continental Illinois Corporation-Continental Bank
Cooper Industries, Inc.
Crum and Forster

Dayton Malleable Inc.
Deere & Company
Deluxe Check Printers, Inc.
Digital Equipment Corporation
Dow Corning Corporation

Eastman Kodak Company
Emerson Electric Co.
Esmark, Inc.
Ethyl Corporation

FMC Corporation
The Firestone Tire & Rubber Company
First Bank System, Inc.
Freeport-McMoRan Inc.
H. B. Fuller Company

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
General Motors Corporation
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Gulf Oil Corporation

Harris Corporation
The Hershey Foods Corporation
Honeywell Inc.

Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation

Jefferson-Pilot Corporation
Jostens Inc.

Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lockheed Corporation
Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
Mary Kay Cosmetics, Inc.
The Maytag Company
The Mead Corporation
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation*
Monsanto Company
Motorola Inc.

New York Life Insurance Company
Northeast Utilities

Oglebay Norton Company
Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
PepsiCo, Inc.
Phelps Dodge Corporation
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
Price Waterhouse
The Procter & Gamble Company
The Prudential Insurance Company of America
Public Service Indiana

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*This category is part of the company program but is not included in the program description.

The Quaker Oats Company

RCA Corporation
Ralston Purina Company
Rohm and Haas Company

St. Regis Paper Company
Santa Fe Industries, Inc.
Schering-Plough Corporation
The Sears-Roebuck Foundation
Shell Companies Foundation, Incorporated
Southern California Edison Company
Southern California Gas Company
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
State Farm Companies Foundation
Stauffer Chemical Company
Sun Company
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.
Texaco

Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.
United States Gypsum Company
United Telecommunications, Inc.
The Upjohn Company

Westinghouse Electric Corporation
Weyerhaeuser Company

SCHOLARSHIPS FOR CHILDREN OF EMPLOYEES

ACF Industries, Incorporated
Abex Corporation
Aetna Life and Casualty
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Cyanamid Company
American Express Company
Atlantic Richfield Company

Bank of America
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burroughs Wellcome Co.
Butler Manufacturing Company Foundation

Carpenter Technology Corporation
Carson Pirie Scott & Company
Celanese Corporation
Champion International Corporation
The Chase Manhattan Bank, N.A.
Cities Service Company
Conoco Inc.
Consolidated Foods Corporation
Consolidated Papers, Inc.*
Container Corporation of America
The Continental Group, Inc.*
Cooper Industries, Inc.
Crocker National Bank
Crum and Forster

Deluxe Check Printers, Inc.
Digital Equipment Corporation
Dow Corning Corporation
Dravo Corporation

Eastman Kodak Company
Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.
Ethyl Corporation

FMC Corporation
The Firestone Tire & Rubber Company
First Bank System, Inc.
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.
H.B. Fuller Company

GTE Corporation
General Electric Company
General Foods Corporation
General Mills Foundation
The General Tire & Rubber Company
Getty Oil Company
The BFGoodrich Company
Gould Inc.
Gulf Oil Corporation

Illinois Tool Works Inc.
Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Business Machines Corporation
International Minerals & Chemical Corporation
International Multifoods Corporation*
International Telephone and Telegraph Corporation

Kaman Corporation
Koppers Company, Inc.
Kraft, Inc.

Lockheed Corporation

McGraw-Hill, Inc.

*This category is part of the company program but is not included in the program description.

Manufacturers Hanover Foundation
Marathon Oil Company
The Maytag Company
The Mead Corporation*
Merck & Co., Inc.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation
Monsanto Company
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York*
Motorola Inc.

National Distillers and Chemical Corporation
New York Telephone

Olin Corporation

Pacific Gas and Electric Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
Pennsylvania Power & Light Company
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
Polaroid Foundation, Inc.
The Procter & Gamble Company
The Prudential Insurance Company of America

RCA Corporation
Ralston Purina Company
Rockwell International Corporation
Rohm and Haas Company

St. Regis Paper Company
Santa Fe Industries, Inc.
Schering-Plough Corporation
The Sears-Roebuck Foundation
Security Pacific National Bank
Shell Companies Foundation, Incorporated
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)
The Standard Oil Company (Ohio)
State Farm Companies Foundation
Stauffer Chemical Company
Sun Company

Tenneco Inc.
Texaco
Transamerica Corporation

Union Electric Company
Union Oil Company of California
Union Pacific Corporation
Uniroyal, Inc.

United States Gypsum Company
United Technologies Corporation

Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

STUDENT LOANS—USAF

ACF Industries, Incorporated*
American Can Company*

Bethlehem Steel Corporation
Burlington Industries, Inc.

Conoco Inc.*
Consolidated Foods Corporation
The Continental Group, Inc.

Ford Motor Company*
Foremost-McKesson, Inc.*
H.B. Fuller Company*

General Electric Company
Getty Oil Company*

Harris Corporation

Mobil Oil Corporation*
Monsanto Company*

Philip Morris Incorporated
Public Service Indiana

The Quaker Oats Company

RCA Corporation

St. Regis Paper Company

Western Electric

STUDENT LOANS—OTHER

Esmark, Inc.

Koppers Company, Inc.

Price Waterhouse

Union Carbide Corporation

Weyerhaeuser Company

TEACHER EDUCATION AND DEVELOPMENT

Alcoa Foundation
Amax Foundation, Inc.
Amsted Industries Incorporated

Bank of the Southwest
The Boeing Company*
Burroughs Wellcome Co.
The Burroughs Wellcome Fund

Cabot Corporation*
Carpenter Technology Corporation
The Chase Manhattan Bank, N.A.*

*This category is part of the company program but is not included in the program description.

Connecticut Mutual Life Insurance
Company
Conoco Inc.*
Consolidated Papers, Inc.*
Continental Illinois Corporation-
Continental Bank
Crown Zellerbach Foundation
Crum and Forster

Digital Equipment Corporation*
Dravo Corporation
Duke Power Company*

Emerson Electric Co.
Esmark, Inc.

The Firestone Tire & Rubber Company

General Mills Foundation*
Getty Oil Company
Gulf Oil Corporation

Halliburton Company
Harris Corporation

International Minerals & Chemical
Corporation
International Telephone and Telegraph
Corporation*

Jostens Inc.*

McGraw-Hill, Inc.
Mobil Oil Corporation*

Nalco Chemical Company

Pacific Telephone Company
Panhandle Eastern Corporation
Polaroid Foundation, Inc.
Price Waterhouse
The Prudential Insurance Company
of America

Republic Steel Corporation Educational
and Charitable Trust
Rockwell International Corporation

St. Regis Paper Company
Southern California Gas Company*
Standard Oil Company of California and
the Chevron Family of Companies*
Standard Oil Company (Indiana)*
Sun Company

Tenneco Inc.
Transamerica Corporation

Union Electric Company
United Telecommunications, Inc.

Weyerhaeuser Company

UNRESTRICTED GRANTS

ACF Industries, Incorporated
Abex Corporation
Air Products and Chemicals, Inc.
Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Broadcasting Companies, Inc.
American Can Company
American Cyanamid Company
American Express Company
American International Group
American Standard Inc.
American Telephone and
Telegraph Company
Amsted Industries Incorporated
Atlantic Richfield Company

Bank of America
The Bank of New York Company, Inc.
Bank of the Southwest
Bankers Trust Company
Bethlehem Steel Corporation
The Boeing Company
Bristol-Myers Company
Brunswick Corporation
Burlington Industries, Inc.
Burroughs Wellcome Co.

Cabot Corporation
Carpenter Technology Corporation
Carson Pirie Scott & Company
Carter Hawley Hale Stores, Inc.
Caterpillar Tractor Co.
Celanese Corporation
Champion International Corporation
The Chase Manhattan Bank, N.A.
Chemical Bank
Cities Service Company
Cleveland Electric Illuminating
Company
The Connecticut Bank and Trust Company
Connecticut Mutual Life Insurance
Company
Conoco Inc.
Consolidated Foods Corporation
Consolidated Papers, Inc.
Container Corporation of America
The Continental Group, Inc.
Continental Illinois Corporation-
Continental Bank
Cooper Industries, Inc.
Crocker National Bank
Crown Zellerbach Foundation
Crum and Forster

Dayton Hudson Corporation

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Dayton Malleable Inc.
Deere & Company
Deluxe Check Printers, Inc.
Dravo Corporation

Emerson Electric Co.
Equitable Life Assurance Society of the United States
Esmark, Inc.
Ethyl Corporation

FMC Corporation
Fireman's Fund Insurance Companies
The Firestone Tire & Rubber Company
First Bank System, Inc.
Ford Motor Company
Foremost-McKesson, Inc.
Freeport-McMoRan Inc.

General Foods Corporation
General Mills Foundation
General Motors Corporation
The General Tire & Rubber Company
Getty Oil Company
The BFGoodrich Company
Grace Foundation Inc.
Graphic Controls Corporation
The Guardian Life Insurance Co. of America

Halliburton Company
Harris Corporation
The Hershey Foods Corporation
Honeywell Inc.

Illinois Tool Works Inc.
Inland Steel-Ryerson Foundation, Inc.
Interlake, Inc.
International Minerals & Chemical Corporation
International Telephone and Telegraph Corporation

Kaman Corporation
Kimberly-Clark Corporation
Koppers Company, Inc.
Kraft, Inc.

The Liberty Corporation
Lockheed Corporation
Lubrizol Corporation

McGraw-Hill, Inc.
Manufacturers Hanover Foundation
Marathon Oil Company
The Maytag Company
The Mead Corporation
Merrill Lynch & Co.
Metropolitan Life Insurance Company
Midland-Ross Corporation
Mobil Oil Corporation*
Monsanto Company
Montgomery Ward & Co., Inc.
Morgan Guaranty Trust Company of New York
Motorola Inc.
Munsingwear, Inc.

Nalco Chemical Company
National Distillers and Chemical Corporation
New York Life Insurance Company
New York Telephone
Northeast Utilities
The Northern Trust Company

Oglebay Norton Company
Olin Corporation

Pacific Gas and Electric Company
Pacific Mutual Life Insurance Company
Panhandle Eastern Corporation
J.C. Penney Company, Inc.
PepsiCo, Inc.
Pfizer Inc.
Philip Morris Incorporated
Phillips Petroleum Company
The Procter & Gamble Company
The Prudential Insurance Company of America
Public Service Indiana

The Quaker Oats Company

RCA Corporation
Ralston Purina Company
Republic Steel Corporation Educational and Charitable Trust
Rockwell International Corporation
Rohm and Haas Company

Santa Fe Industries, Inc.
Schering-Plough Corporation
The Sears-Roebuck Foundation
Security Pacific National Bank
Shell Companies Foundation, Incorporated
The Sherwin-Williams Company
Southern California Edison Company
Southern California Gas Company
Standard Oil Company of California and the Chevron Family of Companies
Standard Oil Company (Indiana)

The Standard Oil Company (Ohio)
Stauffer Chemical Company
Sun Company
Sybron Corporation

Tektronix, Inc.
Tenneco Inc.

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Texaco
Thomas & Betts Corporation
Ticor
Transamerica Corporation

Union Carbide Corporation
Union Electric Company
Union Pacific Corporation
Uniroyal, Inc.
United States Gypsum Company
United States Steel Corporation
United Technologies Corporation
United Telecommunications, Inc.

The Wachovia Corporation
Western Electric
Weyerhaeuser Company

WOMEN'S EDUCATION

Alcoa Foundation
Allied Corporation
Amax Foundation, Inc.
American Can Company
American Cyanamid Company*
American Express Company
American International Group
American Telephone and
  Telegraph Company*
Atlantic Richfield Company

Bankers Trust Company
The Boeing Company
Bristol-Myers Company
Burroughs Wellcome Co.*

Caterpillar Tractor Co.
The Chase Manhattan Bank, N.A.
Connecticut Mutual Life Insurance
  Company*
Conoco Inc.*
Continental Illinois Corporation-
  Continental Bank*
Crum and Forster

Dayton Hudson Corporation
Digital Equipment Corporation
Dow Corning Corporation
Dravo Corporation

Emerson Electric Co.
Esmark, Inc.

First Bank System, Inc.
Ford Motor Company
Freeport-McMoRan Inc.

General Electric Company
General Mills Foundation
General Motors Corporation
Getty Oil Company*
Grace Foundation Inc.*

Gulf Oil Corporation

Harris Corporation

International Paper Company
International Telephone and
  Telegraph Corporation*

Jefferson-Pilot Corporation
Jostens Inc.*

Kaman Corporation
Kraft, Inc.*

Lockheed Corporation

McGraw-Hill, Inc.
The Mead Corporation
Merck & Co., Inc.
Merrill Lynch & Co.
Mobil Oil Corporation
Monsanto Company*
Motorola Inc.

New York Life Insurance Company

Olin Corporation

Pacific Gas and Electric Company
Pacific Telephone Company
Pfizer Inc.
Philip Morris Incorporated
Polaroid Foundation, Inc.
The Procter & Gamble Company
The Prudential Insurance Company
  of America

The Quaker Oats Company

RCA Corporation
Reader's Digest Foundation*
Republic Steel Corporation Educational
  and Charitable Trust

Santa Fe Industries, Inc.*
Scott Paper Company
Shell Companies Foundation, Incorporated
Southern California Edison Company
Southern California Gas Company
Standard Oil Company of California and
  the Chevron Family of Companies
Sun Company

Tenneco Inc.
Texaco

Union Pacific Corporation
United Technologies Corporation*
The Upjohn Company*

Western Electric
Westinghouse Electric Corporation
Weyerhaeuser Company

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Acronyms Used in Text

AAAS	American Association for the Advancement of Science
AACSB	American Assembly of Collegiate Schools of Business
AAUW	American Association of University Women
ABC	A Better Chance
ABET	Accreditation Board for Engineering and Technology
ACES	Americans for the Competitive Enterprise System (now ACEE: Area Council for Economic Education)
AFS	American Field Service
AGB	Association of Governing Boards of Universities and Colleges
AIESEC-US	International Association of Students in Economics and Business Management (United States)
ASEE	American Society for Engineering Education
ASME	American Society of Mechanical Engineers
BBB	Better Business Bureau
CAPS	Corporate Action in Public Schools
CASC	Council for the Advancement of Small Colleges, see CIC
CASE	Council for Advancement and Support of Education
CED	Committee for Economic Development
CFAE	Council for Financial Aid to Education
CHIME	Chemical Industry for Minorities in Engineering
CIC	Council of Independent Colleges, formerly CASC
COGME	Council for Opportunity in Graduate Management Education
COPUS	Coalition of Private University Students
CSFA	Citizens' Scholarship Foundation of America
DAPCEP	Detroit Area Pre College Engineering Program
DECA	Distributive Education Clubs of America
ETS	Educational Testing Service
FEF	Foundry Educational Foundation
FFA	Future Farmers of America
ICFA	Independent College Funds of America, Inc.
IESC	International Executive Service Corps
JCEE	Joint Council on Economic Education
JETS	Junior Engineering Technical Society
LEAD	Leadership Education and Development
LULAC	League of United Latin American Citizens
MITE	Minority Introduction to Engineering
NAACP	National Association for the Advancement of Colored People
NACME	National Action Council for Minorities in Engineering
NACUBO	National Association of College and University Business Officers
NEED	Negro Educational Emergency Drive
NESC	National Executive Service Corps
NIH	National Institutes of Health
NMSC	National Merit Scholarship Corporation
NOW	National Organization for Women
NSSFNS	National Scholarship Service and Fund for Negro Students
PACE	Programming Activities for Correctional Education
PMA	Pharmaceutical Manufacturers Association Foundation, Inc.
PRIME	Philadelphia Regional Introduction for Minorities to Engineering
RIF	Reading is Fundamental
SENSE	Scholarships for Engineering Students in Education
UNCF	United Negro College Fund
USAF	United Student Aid Funds

CFAE Board of Directors

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Chairman, General Foods Corporation

Paul E. Bradgon, President
Reed College

James E. Burke, Chairman
Johnson & Johnson

John F. Burlingame, Vice Chairman
General Electric Company

Jill K. Conway, President
Smith College

Samuel DuBois Cook, President
Dillard University

Donald F. Craib, Jr., Chairman
Allstate Insurance Company

James H. Evans, Chairman
Union Pacific Corporation

Clifton C. Garvin, Jr., Chairman
Exxon Corporation

A. Bartlett Giamatti, President
Yale University

Floyd D. Gottwald, Jr., Chairman
Ethyl Corporation

Thomas A. Graves, Jr., President
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Hanna H. Gray, President
The University of Chicago

John R. Haire, President
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Carter Hawley Hale Stores, Inc.

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Georgetown University

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McGraw-Hill, Inc.

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University of Rhode Island

James E. Olson, Vice Chairman
American Telephone and
Telegraph Company

John R. Opel, President
International Business Machines
Corporation

Andrall E. Pearson, President
PepsiCo, Inc.

Lewis T. Preston, Chairman
Morgan Guaranty Trust Company of
New York

John W. Ryan, President
Indiana University

Richard R. Shinn, Chairman
Metropolitan Life Insurance Company

John G. Smale, President
The Procter & Gamble Company

S. Bruce Smart, Jr., Chairman
The Continental Group, Inc.

Michael I. Sovern, President
Columbia University

Alton W. Whitehouse, Jr., Chairman
The Standard Oil Company (Ohio)

Courtney C. Brown, *Honorary Director*
Dean Emeritus, Graduate School
of Business, Columbia University

Raymond C. Johnson, *Honorary Director*
Retired Vice Chairman
New York Life Insurance Company

CFAE Board of Advisors

James G. Affleck, Chairman
American Cyanamid Company

Edward B. Bates, Chairman
Connecticut Mutual Life Insurance
Company

John W. Berry, Chairman
L. M. Berry and Company

George H. Dixon, President
First Bank System, Inc.

Edward S. Donnell, Retired Chairman
Montgomery Ward & Co., Inc.

Gaylord Donnelley
Chairman, Executive Committee
R. R. Donnelley & Sons Company

Curtiss E. Frank, Retired President
Dun & Bradstreet Inc.

William D. Grant, Chairman
Business Men's Assurance Company
of America

Francis M. Hipp, Chairman
The Liberty Corporation

Leland H. Johnson, Retired President
First Interstate Bank of Oregon, N.A.

James W. Keay, Vice Chairman
RepublicBank Corporation

Malcolm MacNaughton
Chairman, Executive Committee
Castle & Cook, Inc.